

Directions for Group A

(Autocratic Instructions)

Your job is to have everyone in your group build a presentation in the 7 minutes allotted.

You are the dictator. What you say goes—no exceptions. You cannot allow anyone in your group to give ideas, help each other, comment, etc. You must criticize and critique all members.

Give tasks out—each type to only one person. (One person gets sales pitch (10 pros of Ramapo), one person gets 10 tips for being a successful psych major, one person gets drawing a new logo for the school, one person gets 5 fast facts about the college.)

Do not allow students to trade roles.

Do not allow open discussions.

At 2 and 5 minutes, change everyone's role.

Everything must be done “your way.” #MicroManage

Directions for Group B

(Democratic Instructions)

Your job is to have everyone in your group build the presentation in the 7 minutes allotted.

You will guide your group to complete the project. Be positive and supportive. Ask for input, then get the process started and encourage people to offer ideas and suggestions along the way.

Have the objectives available for everyone.

Spend about a minute discussing ideas at the beginning. Identify who knows how to list tips for success, the best drawer, someone who can create a sales pitch/10 pros of the school, a psych major that has experience in the program, someone knowledgeable about the school history or knows how to access this information. Develop a plan.

Make sure everyone has a plan.

Directions for Group C

(Laissez-Faire Instructions)

Your job is to have everyone in your group build a presentation in the 7 minutes allotted. However, you cannot tell them what they need to accomplish until after three minutes have passed. Do not give out any roles.

Do not give any additional instructions ("We need to describe Ramapo College and draw something about it").

Do not give any direct answers.

Do not be positive or negative, just neutral.

Stay relaxed.

STYLES OF LEADERSHIP

Style	Characteristic	When Effective	When Ineffective
Autocratic	<ul style="list-style-type: none"> • Tells people what to do • Gives orders and others carry them out • Limits discussion or participation • Group work is rare • Conscious of his/her position and authority 	<ul style="list-style-type: none"> • Time is limited • Individuals or group lack skill and/or knowledge • Individual or group is interested in project 	<ul style="list-style-type: none"> • Developing a strong sense of team is the goal • Individuals or team have some degree of skill or knowledge • Degree of motivation
Democratic	<ul style="list-style-type: none"> • Involves group members in planning and carrying out activities • Asks before tells • Careful to develop participation, opinion-giving, and decision making as much as possible • There is clear-cut and good communication 	<ul style="list-style-type: none"> • Time is available • Group is motivated • Some degree of skill and knowledge • Sense of team exists 	<ul style="list-style-type: none"> • Group is unmotivated • High degree of conflict exists • Members have no skills or knowledge
Laissez-Faire	<ul style="list-style-type: none"> • Gives little or no direction to groups or individuals • Sets no clear goals for the group • Little communication 	<ul style="list-style-type: none"> • Members have a high degree of skill and knowledge • Strong sense of team exists 	<ul style="list-style-type: none"> • Members have a low degree of skill and knowledge • Low sense of team/interdependence