GROUP MATRIX ASSIGNMENT
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Groups: Basic concepts and perspectives

Group: A group consists of two or more people brought together to work towards a common goal.

Group Goal: A place where the group would like to be. The group purpose can come about from both internal and external forces.

Process Dimension: The group takes into account the social and emotional needs of its members, also referred to has instrumental and expressive.

Product dimension: The group is concerned with the process to achieve the outcome, also referred to has task and maintenance.

Membership
Membership: Members come to the group in different ways and for different reasons.

Formal or full psychological membership: Invested fully in the group

Marginal Members: Will do what is minimally necessary. May not be part of the group voluntarily.

Aspiring member: Is not yet formally a member, but would like to be.

Leadership
Leadership: An interaction between two or more members that involves structuring of a situation.

Democratic: Focus is on group decision making.

Autocratic: One person makes all the decisions.

Laissez-faire: Uninvolved non-directive.

Situational: Emerge out of need.

Positional: Leaders are created

Functional: Assists a group to achieve its goals.

Characterictics of a group
Roles: expectations for appropriate behavior.

Norms: A group’s common beliefs about appropriate behavior.

Conformity: Each member behaving in alignment with the groups expectations.

Deviance: Violation of the group’s rules and norms for behavior.

Groupthink: A cohesive group will engage in this behavior to reach a solution and may not evaluate appropriate alternatives. Can lead to decision-making defects.

Agendas: need to be balanced between individual needs and the needs of the group.
**TYPES OF ROLES**

**Product-Focused:** Initiator, opinion seeker, clarifier, summarizer, consensus checker  
**Process focused:** Encourager, expressor of group feelings, harmonizer, compromiser, gatekeeper, standard setter  
**Individual-focused:** blocker, self confessor, recognition seeker, dominator, cynic-humorist, special interest pleader  
Not all groups use each set of roles and the roles may be mixed between the types of roles and the groups using them.

**STAGE THEORIES**

**Sequential Stage:** A traditional based fixed sequence of stages a group passes through  
**Recurring-Phase:** An alternative based that places the emphasis on a looping pattern that groups pass through

**DIVERSITY**

Successful group membership and facilitation require special attention to and respect for the differences that all people bring to a group.  
**Group composition:** The purpose of the group should be carefully considered when determining composition. Racial balance can be beneficial to a group in achieving its goal.  
**Tokenism:** The appearance of representation and access to decision making without actually doing so. This practice should be avoided.  
**Culture and communication:** Different cultures communicate differently and this should be taken into account when groups are communicating.  
**Trust:** Issues of trust between people of different races must be addressed for the group to be successful.  
**Status and roles:** These issues must be carefully addressed when forming a group. Whites tend to assume majority status even if that is not the case within the group.  
**Gender:** The presence of both genders in a group may put women at a disadvantage  
**Disabilities:** Groups need to be sensitive to the needs of people with disabilities and address these needs as they arise.

**TYPES OF GROUPS**

**Consciousness-raising groups:** Groups that form to help members share experiences and explore feelings. Usually time limited.  
**Treatment groups:** A group that is formed to address dysfunctional behavior.  
**Social action Groups:** A group formed to address/change issues in the larger environment in order to reduce oppression.  
**Network and support groups:** A group brought together to reduce social isolation and to help members recognize strengths in similar situations.  
**Skill groups:** Groups formed to help members develop their empowerment skills.

The source of this information is based from HUMAN BEHAVIOR AND THE SOCIAL ENVIRONMENT by Joe M. Schriver (2004)