

MPS28 D-2

MPS 28 Group skills

Evidence-based targets for group skills.

Evidence-based targets	Progress toward internalizing these targets				
	20%	40%	60%	80%	100%
● Performance improves when we have goals. (1)					
● Assessment must be related to the goals (2)					
● Both Task (getting the job done) and Morale (feeling good about the group work and about how you have interacted with the other group members) are important (3)					
● Any group functions better with a chairperson (4)					
● Chairperson and leadership are different; different people may become leaders at different times. (4)					
● Group evolution tends to follow a pattern described as by such descriptors as “ forming, storming, norming and performing” (3). Schutz’s instrument FIRO-B (5, 6) seems to provide reliable insight as to the personal style of individuals towards other group members during three of these phases.					
● We can list the roles needed in both Task and Morale to make an effective group (3)					
● When each person has a clear idea of roles and group norms, the group functions better (3).					
● When groups are functioning effectively, about 75% of the time is spent on the task; 15% on morale building activities and 15% of task process activities (how the problem solving process is going; summarizing ideas, guiding the process) (7)					
● The products from groups or teams is improved when members have different “styles” (in Jungian terminology some members are dominant S, and some, dominant N). The products from groups tend to be inferior when all the members “think and behave alike”. (8, 9, 3,4)					
● The quality of decisions, product, task is improved if group members offer different perspectives, disagree and seem to introduce conflict into the process. The trick is to manage the apparent conflict well. (8, 3, 9)					
● The characteristics of “ meetings of individuals,” “effective groups” and “teams” fall on a spectrum with sufficient differences that it is useful to differentiate based on those characteristics					
● In a decision-making mode, after 20 minutes of discussion on any one topic, few new ideas are presented and repetition of previously stated ideas occurs (10).					

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