

PYMWYM!
Group Roles

The group's **task roles** are the things group members do and say that directly aid in the accomplishment of its objective(s). Task roles can be subclassified into:

- Objective clarifiers—their role is to be sure everyone understands the objective.
- Planners—their role is to determine how the objective will be met.
- Organizers—their role is to assign and coordinate the resources.
- Leaders—their role is to influence members through direction as the task is performed.
- Controllers—their role is to take corrective action to ensure the objective is achieved.

The group's **maintenance roles** are the things group members do and say to develop and sustain its group dynamics. Maintenance roles can be subclassified into:

- Formers—their role is to get the members involved and committed to the group.
- Consensus seekers—their role is to get members' input and agreement on group decisions.
- Harmonizers—their role is to help group members resolve their conflicts so that they do not interfere with group performance.
- Gatekeepers—their role is to see that appropriate norms are developed and enforced.
- Encouragers—their role is to be supportive, friendly, and responsive to the needs of the members.
- Compromisers—their role is to modify or to get others to modify their positions in the interest of cohesiveness.

The **self-interest roles** are the things members do and say in order to meet their own needs/objectives at the expense of the group. Self-interest roles can be subclassified into:

- Aggressors—they deflate others' status through negative criticism or putting members and their ideas down.
- Blockers—they resist the group's efforts and prevent it from achieving its objectives.
- Recognition-seekers—they try to take credit for the group's accomplishments.
- Withdrawers—they are physically or mentally involved in personal matters rather than those of the group.