

PYMWYMI

Group Homework – Complete this as an individual
Bring to your 5-week eval conference, 10/25

Answer the following questions as they apply to your case group.

1. Based on attendance, preparation, and class involvement, identify each group member's level of commitment to the group, including yourself. (Write each member's name on the appropriate line.)

High commitment _____
Medium commitment _____
Low commitment _____

2. Our group size is:

_____ too large _____ too small _____ OK

Explain why.

3. List at least five norms your group has developed. Identify each as positive or negative.

- 1.
- 2.
- 3.
- 4.
- 5.

What positive norms could the group develop to help it function?

4. Based on the group's commitment, size, homogeneity, equality of participation, intragroup competition and success, identify its cohesiveness level as (a cohesive group is one that members find meets their needs):

_____ high _____ medium _____ low

How does cohesiveness affect performance? What can be done to increase cohesiveness?

5. Identify each group member's status, including your own. (Write each group member's name on the appropriate line.)

High _____
Medium _____
Low _____

Does the group have status congruence? How can the group improve it?

6. Identify the roles members play. Write the names of each group member who plays each role on the appropriate line. You will most likely use each name several times and have more than one name on each role line, but rank them by dominance.

Task roles

Objective clarifier _____
Planner _____
Organizer _____
Controller _____

Maintenance roles

Consensus seeker _____
Harmonizer _____
Gatekeeper _____
Encourager _____
Compromiser _____

Self-interest roles (if appropriate)

Aggressor _____
Blocker _____
Recognition-seeker _____
Withdrawer _____

Which roles should be played more, and which less, to increase effectiveness? Who should and should not play them?

7. Our group is in stage _____ of group development.

1. Orientation 2. Dissatisfaction 3. Resolution 4. Production

What can be done to increase the group's level of development?

8. Identify problem people, if any, by placing their names on the appropriate line(s).

Silent _____
Talker _____
Wanderer _____
Bored _____
Arguer _____

What should be done to help eliminate problem people? Specifically, who should do what?

AFTER YOU HAVE FINISHED THESE FIRST 8 QUESTIONS, YOU SHOULD REVIEW THIS DOCUMENT WITH YOUR GROUP. Do this AFTER the World Bank case. At the same time, you should review the criteria you will be using to evaluate each other week 10. Please offer honest feedback to each person. We will discuss this further in class.

9. Review the answers to questions 1-8. In priority order, what will the group do to improve its group structure? Specify what each group member will do to help the group's structure.