

Constructive and Destructive Group Behaviors

Choose your single most constructive group behavior and your single most destructive group behavior from the list below. Share your choices with the members of your group so they may draw on your constructive behavior and minimize your destructive behavior as you work together.

Constructive Group Behaviors

Cooperating: Is interested in the views and perspectives of other group members and willing to adapt for the good of the group.

Clarifying: Makes issues clear for the group by listening, summarizing, and focusing discussions.

Inspiring: Enlivens the group, encourages participation and progress.

Harmonizing: Encourages group cohesion and collaboration. For example, uses humor as relief after a particularly difficult discussion.

Risk Taking: Is willing to risk possible personal loss or embarrassment for success of the overall group or project.

Process Checking: Questions the group on process issues such as agenda, time frames, discussion topics, decision methods, use of information, etc.

Destructive Group Behaviors

Dominating: Uses most of the meeting time to express personal views and opinions. Tries to take control by use of power, time, etc.

Rushing: Encourages the group to move on before task is complete. Gets tired of listening to others and working with the group.

Withdrawing: Removes self from discussions or decision making. Refuses to participate.

Discounting: Disregards or minimizes group or individual ideas or suggestions. Severe discounting behavior includes insults, which are often in the form of jokes.

Digressing: Rambles, tells stories, and takes group away from primary purpose.

Blocking: Impedes group progress by obstructing all ideas and suggestions. "That will never work because..."

Adapted from Brunt. 1993. Facilitation Skills for Quality Improvement. *Quality Enhancement Strategies*. 1008 Fish Hatchery Road. Madison WI 53715