

# Guess????



# GROUP DYNAMICS

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# Objectives

- Define effective small groups
- To understand group dynamics in terms of its formation and development through various stages
- To understand factors facilitating and hindering group discussion
- To understand reasons for adopting group methods
- Advantages and disadvantages of group methods

**Group Dynamics** refers to the study of human behaviors in a group



# Group

- **“ a number of people interacting in a face-to-face situation”**
- Four sociological criteria of a group:
  - a. Two or more freely interacting individuals
  - b. Collective norms
  - c. Collective goals
  - d. Common identity

- Optimal number - 8 to 12 participants  
(maximum :20)
- **Interaction among members of  
group – essential component**

# Roles in a group

- Leader: guides task and content
- Facilitator: manages group dynamics, guides and provides support
- Members: participate in problem solving

# Tuckman's five stage theory of group development

- **Forming**
- **Storming**
- **Norming**
- **Performing**
- **Adjourning**



# Stage 1- forming

- Safe patterned behaviour; period characterized by shyness and uncertainty among members
- Outspoken member may assume leadership
- Dependence on group leader
- Avoid controversies
- Gathering data and impressions about each other
- Serious discussions avoided

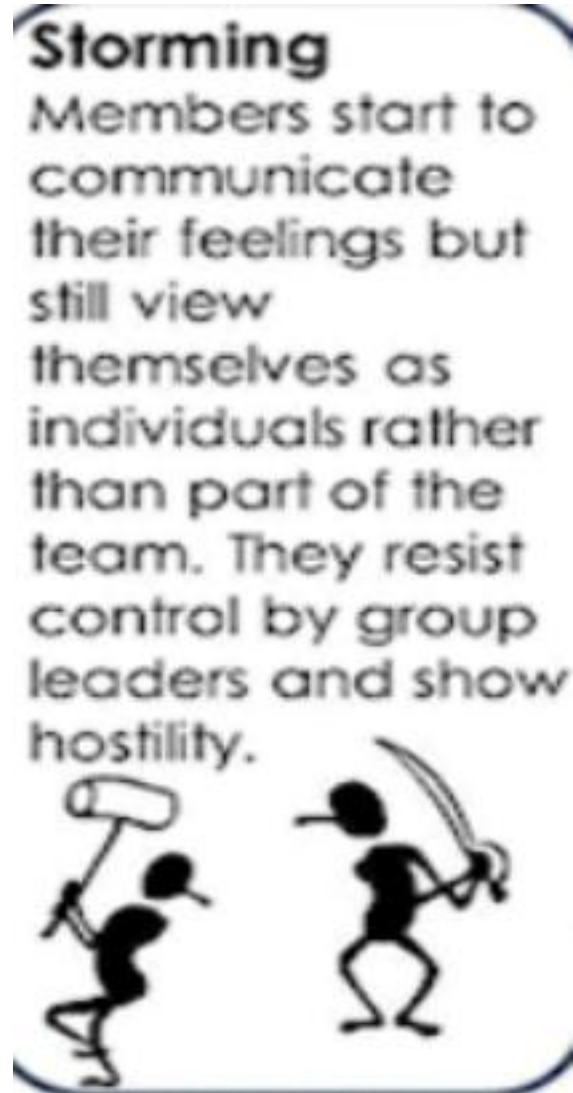
## Forming

Team acquaints and establishes ground rules. Formalities are preserved and members are treated as strangers.



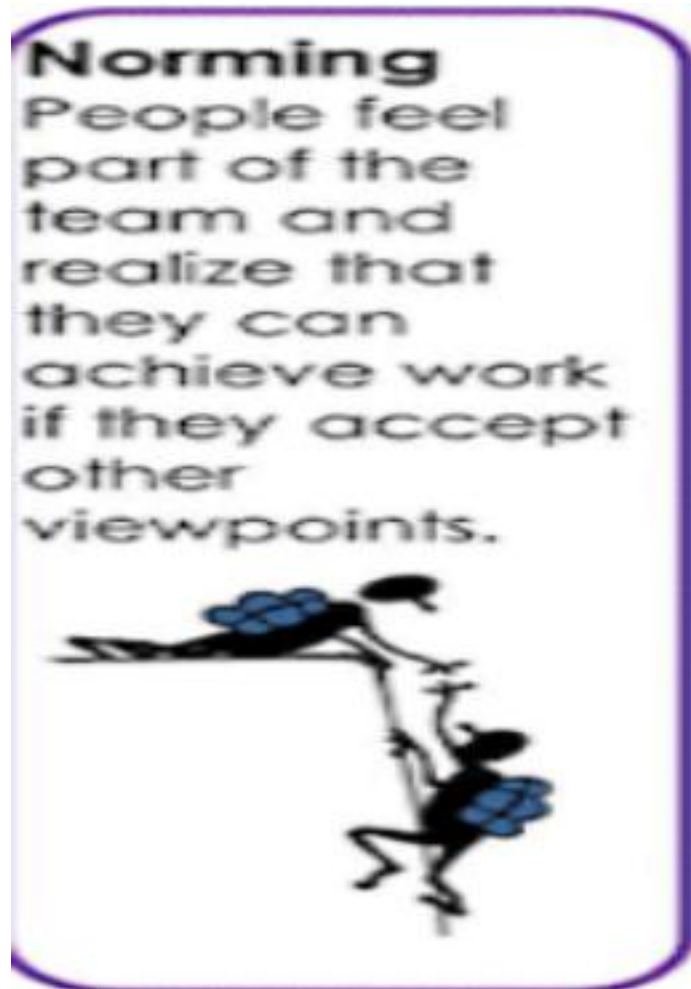
# Stage 2 - storming

- Competition
- Conflicts over leadership, structure, power and authority
- Swings in behaviour
- May cause discomfort
- Some completely silent while others more vocal and forceful
- Members still behaving as separate individuals
- Initial leaders may not survive
- At the end, roles are allocated



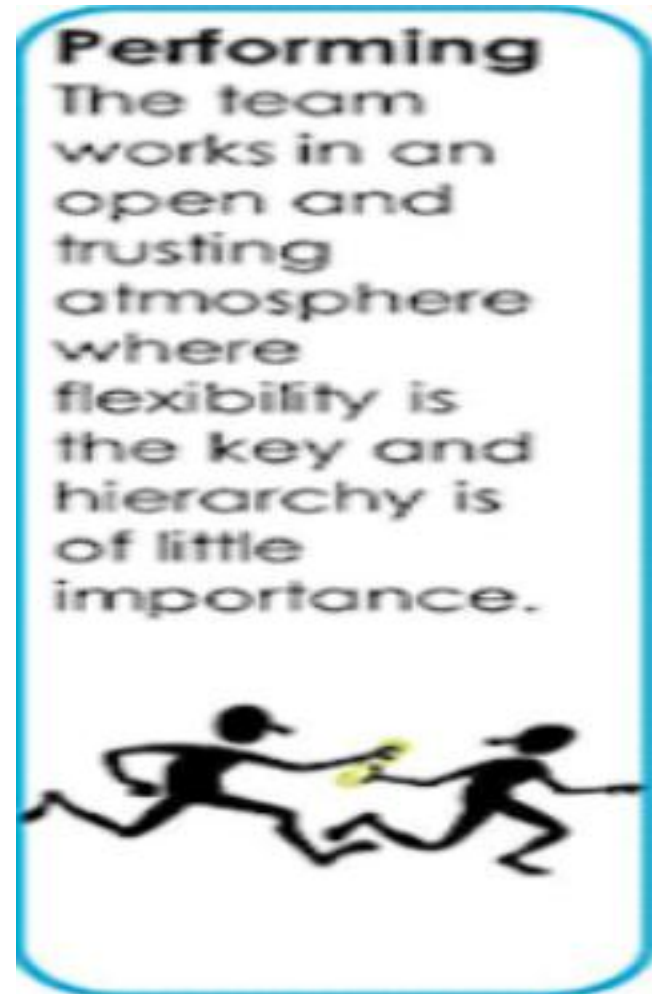
# Stage 3 - Norming

- Members begin to know each other
- Sense of belonging and open interaction
- Develops trust
- Get involved
- Share ideas, opinions and give feedback to one another
- Willing to change preoccupied ideas



# Stage 4 - performing

- Each member - task oriented and leads towards optimal solution
- Interdependence in problem solving task situations
- Group is productive



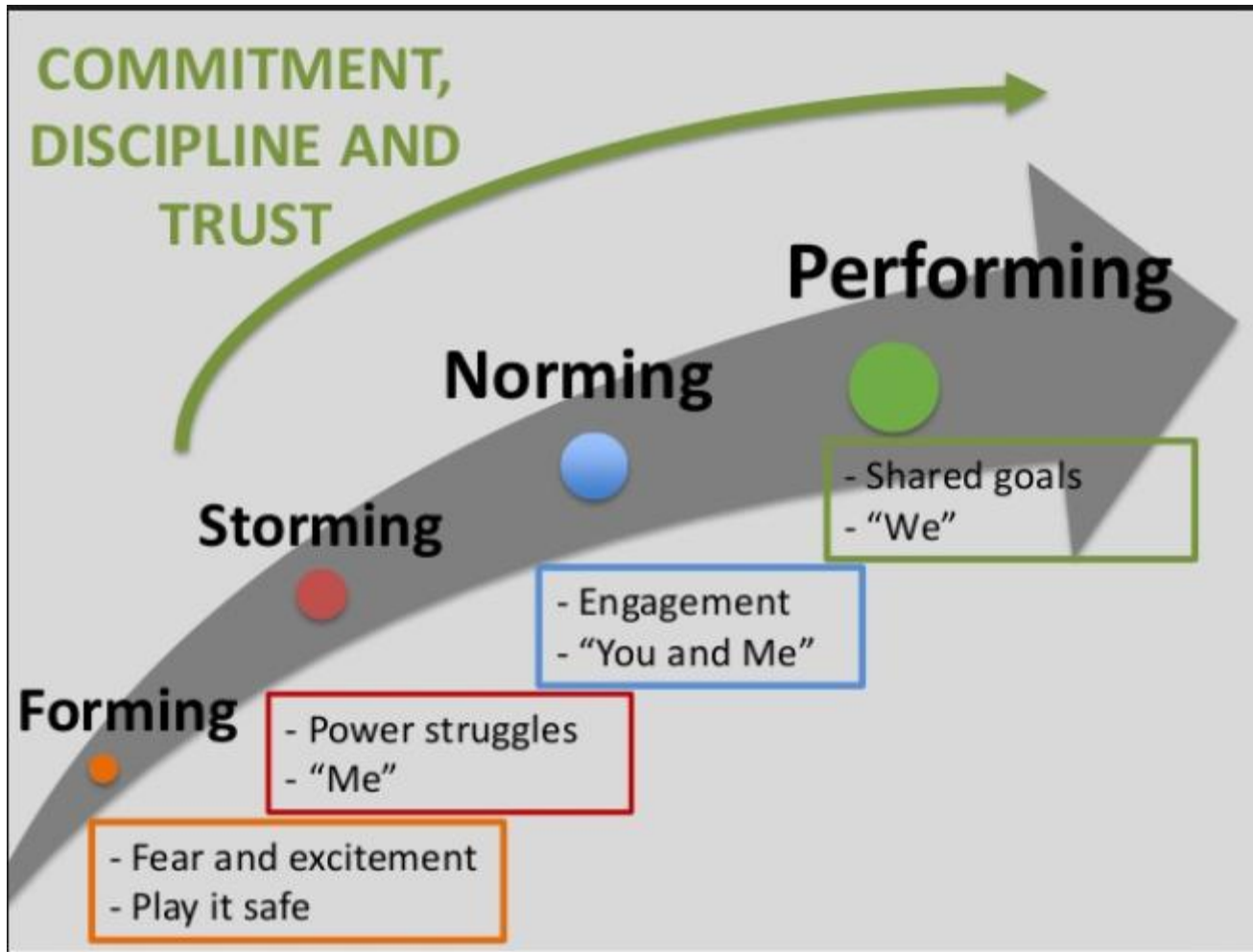
# Stage 5 - adjourning

- Come to a natural end at some point (either through changes in conditions or through changes in needs of individuals)

## **Adjourning**

The team conducts an assessment of the year and implements a plan for transitioning roles and recognizing members' contributions.





# Reasons for adopting group methods

- Interaction with peers deepens a participant's intellectual grasp and increases motivation
- Allows the participants to examine their own behaviour and understand better how they relate to others
- Helps in forming peer interactions and increase the ability to work in teams
- An effective way to improve one's thinking powers is to expose them to one's peers for constructive criticism
- Groups combine talents and provide innovative solutions to unfamiliar problems

# Effective group

- Has clear understanding of it's goals
- Is flexible in selecting it's procedure as it works towards it's goals
- Has achieved a high degree of communication and understanding among it's members
- Is able to initiate and carry out an effective decision making, carefully considering minority viewpoints and securing the commitment of all members to important decisions



- Provides for sharing of leadership responsibilities
- Makes intelligent use of differing abilities of it's members
- Can be objective about reviewing it's own processes

# Benefits of group

- Participants obtain increased understanding of subject
- Greater ability to assemble and present information
- Welcome opportunities to think critically
- Able to ask questions and to clear up their difficulties
- Stimulated to follow the subject further in private, independent study
- Able to influence the content and methods of their work
- Obtain instant feedback with each of the efforts they make to solve the problem in hand

# Disadvantages

- Inexperienced group leader cannot create an interactive group
- Inadequate preparation and participation of all members of group
- Weak participants discouraged by more articulate fellows and have their progress slowed
- Some participants may depend too much on others in group to solve their problems

- Able participants may be bored
- Frustrating when members have significantly different levels of knowledge and skill
- Pressure can be applied on members to conform to group decisions
- None is responsible for decisions