

# GROUP DYNAMICS - EXERCISE

## UNDERSTANDING GROUP DYNAMICS

### Step 1: Observing group behavior

In your own organization or in a personal social setting, take the time to observe a team or a group of people interact with one another. This can take place during a meeting, a lunch break, in an informal gathering...

Make notes about what you observe. The purpose is to uncover as many insights as to how group members are interacting, what they might be feeling...

The following ideas can guide your observation:

- How did members seat themselves? How close are they to each other? What can you say about friendships and alliances?
- What may people's body language reveal about their internal states?
- How is the discussion being facilitated? How would you describe the communication style of group members? What formal and informal "roles" are people playing?
- Who do people look at when they speak? Who seems to have the most influence? Who seems the most comfortable? Who seems to detain the most knowledge?
- Who speaks the most? Who hasn't contributed much to the discussion? Whose comments are passed over?
- How would you describe the overall climate? Do you identify any source of tension? Of boredom? Of disengagement? What may people be feeling and thinking but not expressing out loud?
- What does the content and process of the conversation reveal about the current focus/interest of the group? What work is being done? What work is being avoided?

### Step 2: Gathering insights

- Based on your observations in the above assignment and drawing from your experience, what other group behaviors stood out for you?

## FROM REFLECTION TO ACTION

### Reflection

- Which specific group do you desire to understand and help grow?
- What changes would you desire for yourself in this group? What do you desire for others? What does that group need to develop and mature?

### Action

- What action can you commit to right now to achieve these results?

## ADDITIONAL EXERCISES

There are currently no additional exercises for this section