



Assessing the Role of Group Members

Through this activity group members can assess their role in supporting, facilitating or blocking the group process. It highlights leadership behavior and raises awareness of the liabilities in hierarchal decision-making processes.

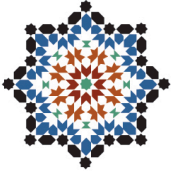
Warm Up Activity

Materials:

Small 5X5 puzzles with 10 blank puzzle pieces, one puzzle per group of 8
Colored pens

Directions:

1. Form small groups of no less than 8 people.
2. Ask each group to designate: 2 planners & 1 observer. The remaining group members will become implementers.
3. Have all planners meet for 5 minutes to decide how they will instruct the implementers to put the puzzle together. Ask implementers to wait for their instructions and ask observers to keep an eye on how the process unfolds.
4. Have planners return to their group and instruct their group implementers on how to put the puzzle together. Each implementer will use the same instructional steps but with their respective styles of communication and leadership.
5. Have the implementers finish the task according to the planner's instructions (should take no longer than 15 minutes). The planners are to give no additional directions.
6. Ask the observer to record the following (these questions are also asked to the whole group during the debrief session):
 - a. What kinds of behavior blocked or helped the process?
 - b. Did team members participate equally?
 - c. Who took on the leadership roles—was leadership evenly distributed?
 - d. What leadership functions were present or absent?
 - e. What group functions were absent that might have helped the process?
 - f. How effective were the instructions? What behaviors indicated that the implementers understood the instructions?
 - g. What assumptions did the planners seem to hold that were not communicated or evident to the implementers?
 - h. What did it feel like to wait for the planners' instructions? What did it feel like to watch the implementers carry them out?
 - i. How was communication between the planners and implementers? Did the implementers feel free to ask questions of the planners? How could it be improved?
 - j. What did non-verbal behavior indicate in the process?



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group

7. Once the activity is completed, the observers should share their feedback on the questions above. Ask group members to share their perceptions as well. As the discussion of the group behavior begins to wind down, ask the following questions:
 - i. What insights about group process and the role of leadership were uncovered through this exercise?
 - ii. What did you learn about your role as a group member? What surprised you about your participation?
 - iii. Given these insights, what do we need to consider when engaging group projects in the future? What do we need to do differently?
 - iv. Based on this discussion, how do we want to conduct teamwork efforts in the future?