

Group Dynamics

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What is Group Dynamics?

It is about:

How groups function

How the members cooperate, communicate, how conflicts occur and how they are solved.

Clarification of expectations to each other, and how the group develops

Getting to know each other, is essential when we work in teams

Knowing myself

Knowing others

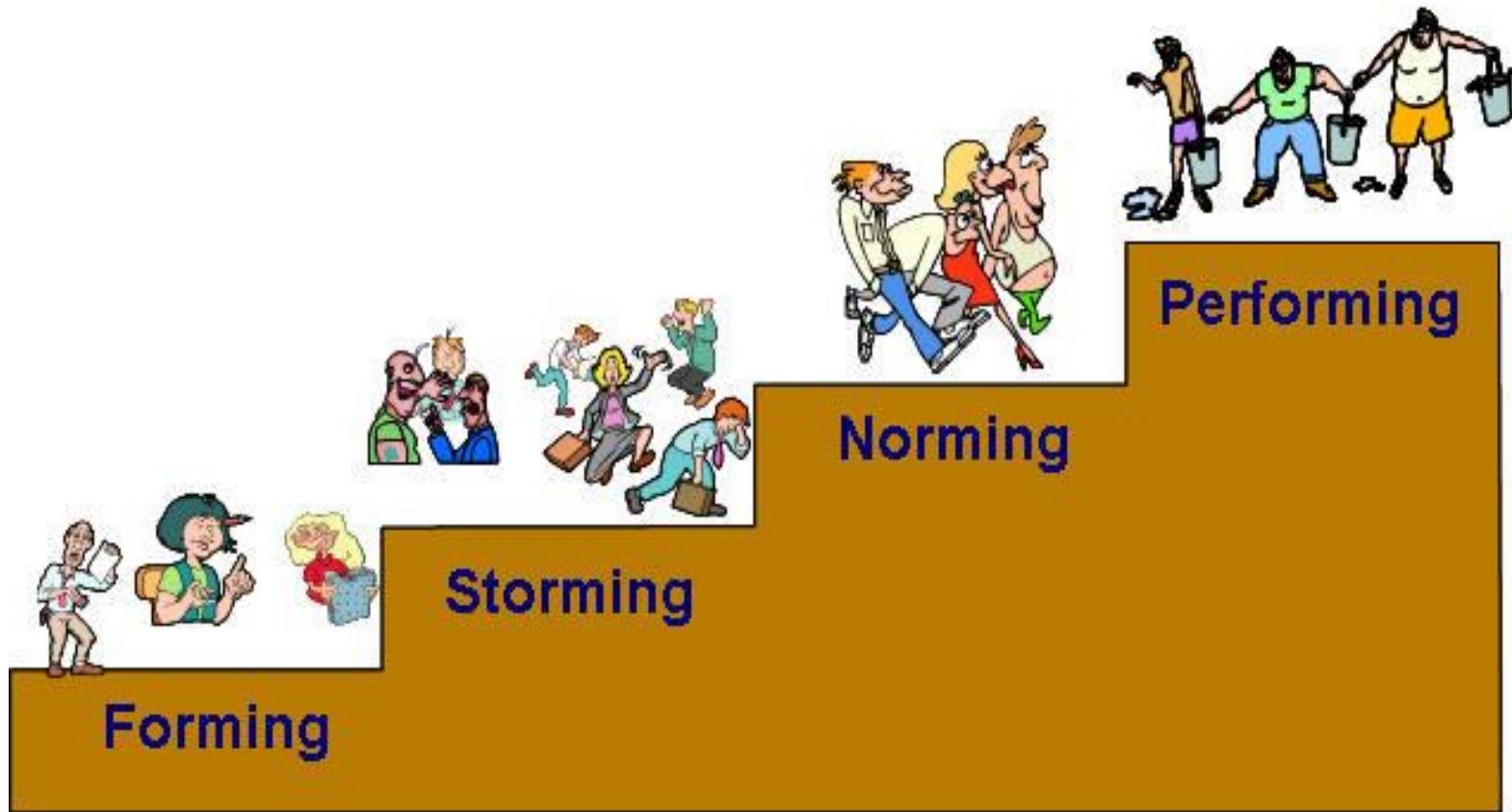
Understanding each other

Understanding why others think and act the way they do

And understanding how I react in meeting with other people who think and act different from myself

We can't expect a team to perform well when it first come together.

It takes some time to form a team, and members often go through recognizable stages as they go from being a collection of strangers (or people who know each other in other contexts) to a united group with common goals.



Bruce Tuckman

The stages in Group Development

Styles of communication with Diversity Icebreaker

Diversity Icebreaker is a team development tool developed by Bjørn Z. Ekelund in Human Factors.

Learn more about yourself and others!

What is the use of getting to know yourself and others better?:

- Better communication
- Team development
- Self knowledge
- Appreciation of differences
- Dialogue
- Prevent conflict
- Better understanding of each other

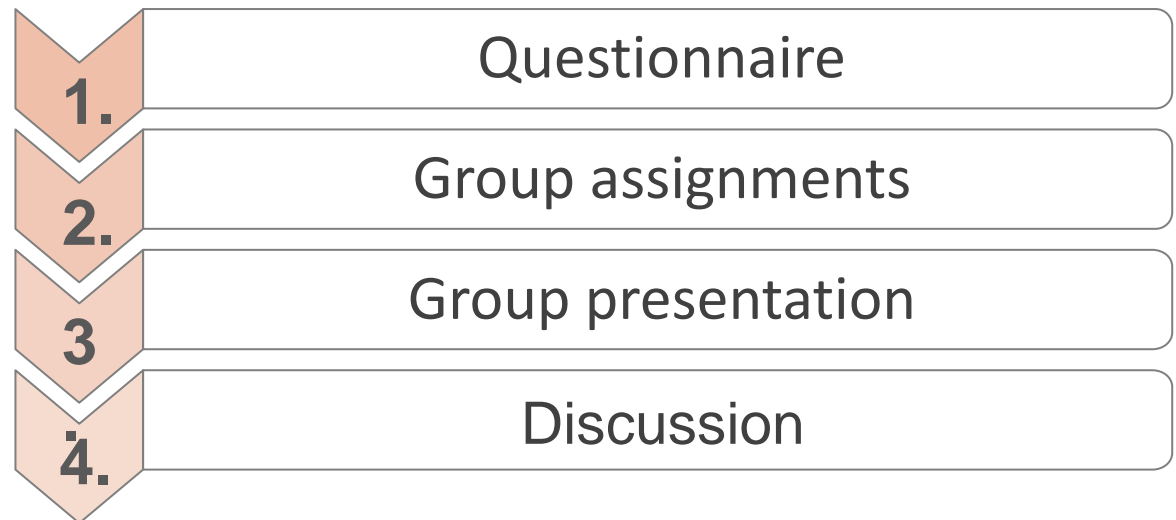
«When a team recognizes diversity as a strength, they have found the key to high performance.»



Introduction

Diversity Icebreaker is a process where you learn about yourself, others and what others think of you.

There are 4 steps:



Now it is your turn!

Step 2: Group assignments

Write down on a flip-over

1. What are the wonderful qualities of the people in your group?
2. What are the qualities of your group when you work together with the other groups?
3. In which way can the other groups be challenging for us?
4. What do we think the other groups will say of us if they exaggerates?



RED

- Social
- Gets energy through dialogue
- Enthusiastic
- Easily achieves a safe and open dialogue with new people
- Shows respect and are patient
- Harmony is important
- Inclusion and unity

BLUE

- Concrete and practical
- Systematic
- The purpose of communication is to see that the assignment is solved in a precise way
- Prefers facts
- Arguments are weighed by usefulness and goal achievement
- Wants the end result to be precise and correct at a detail level

GREEN

- Is triggered by new ideas and the opportunity to do something different
- Unusual and untraditional solutions triggers enthusiasm
- Enjoys delving into challenging issues, and to search for understanding through new approaches
- Imaginative
- Ambitious and sets high goals
- Wide perspectives on possibilities

- Everyone has all the colours in them!
- Colours are context based

Discuss in smaller groups

- Why is diversity good in team work!
- What qualities do you need in other team members to compliment you?
- What have I learned today?

What have you learned from this?