

# Suckers or Saviours? The Role of Consistent Contributors in Groups

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- Functions
- Interactions
- Culture
- Pro's and Con's

## Functions

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## Pros & Cons



## Interaction

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## Culture



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## Functions

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## Pros & Cons



## Interaction

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## Culture



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# Functions

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*"Two Heads are better than one"*

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- Different Perspectives
- Better Feedback
- More Intelligent end product

*Efficiency*

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- Less quantity, more quality
- Time Efficient
- Better Communicative skills

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# Efficiency

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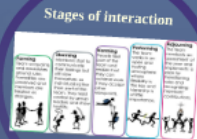
# Interaction

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### Group Interaction Thecasesolutions.com

Why join groups  
Maslow and Schutz Theories

- Physiological
- Emotional and Mental
- Status and Power



#### Different Roles we play

- All the world's a stage, and all the men and women merely players; they have their exits and their entrances; and one man in his time plays many parts, his acts being seven ages.
- William Shakespeare



#### Goals

- Individual Goals satisfies three needs inclusion, control and affection (Schutz theory)
- Team Goals produces results, achievements
- What we might have in common

#### FUNCTIONAL AND ORIENTED ROLES

• **Task-oriented roles** are concerned with the achievement of tasks, procedures, objectives and the organization of the group.

• **Relationship-oriented roles** are concerned with the well-being, cohesion and harmony of the group.

• **Task-oriented roles** include: Initiator, Contributor, Implementer, Monitor-Evaluator, and Completer-Finisher.

• **Relationship-oriented roles** include: Teamworker, Supporter, Standard-Setter, and Gatekeeper.

#### Diversity in Groups

- Barriers to communication
- Brings better understanding of others
- Helps to make us more tolerant of differences
- Better for the overall outcome

#### Task Roles

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#### Task Roles

- **PROBLEM SOLVER** seeks efforts for a solution in formal or informal competence
- **CRITICAL EVALUATOR** states brief, sharp observations, comments or raises higher than facts
- **INFORMATION SEEKER** seeks clarification of subject or based on facts relevant to the problem
- **INITIATOR** contributes suggestions, goals, ideas, plans, and solutions, defines problems, suggests procedures, sets objectives
- **PERSONAL OFFENSE** seeks for solution of problem which the group fails to address to the problem
- **COORDINATOR** directs the various sub-problems, plans and organizes and coordinates them

#### Types of Environments

- Supportive
- Defensive
- Nurturing
- Hostile can be at home, school, work

#### Group Conflicts

- In Group
- Out Group
- Communication Matters
- Leadership Styles
- Listening skills





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