

GROUP DYNAMICS

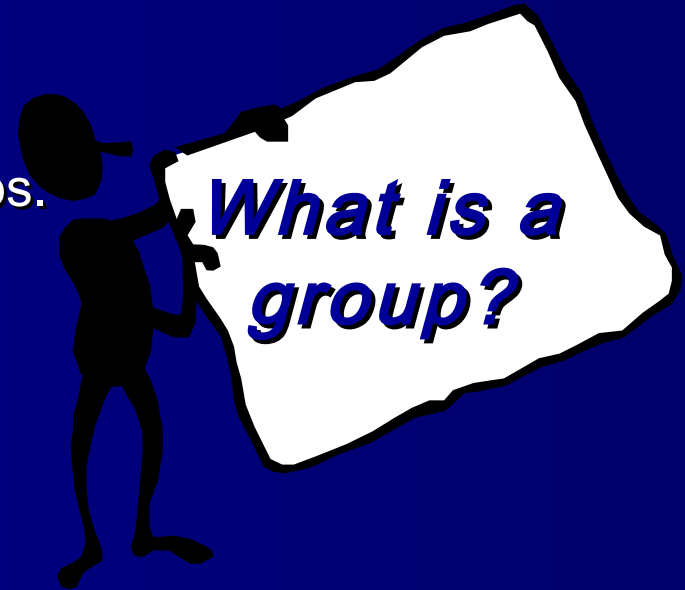
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Objectives

- To understand what a group is.
- To understand what group Dynamics is
- How groups are formed.
- Ascertain good practices in groups.



What is a group?

- Two or more people who share a common definition and evaluation of themselves and behave in accordance with such a definition”
- Collection of people for a purpose who come together for:
 - Development
 - Sharing of ideas
 - A people with a goal or agenda

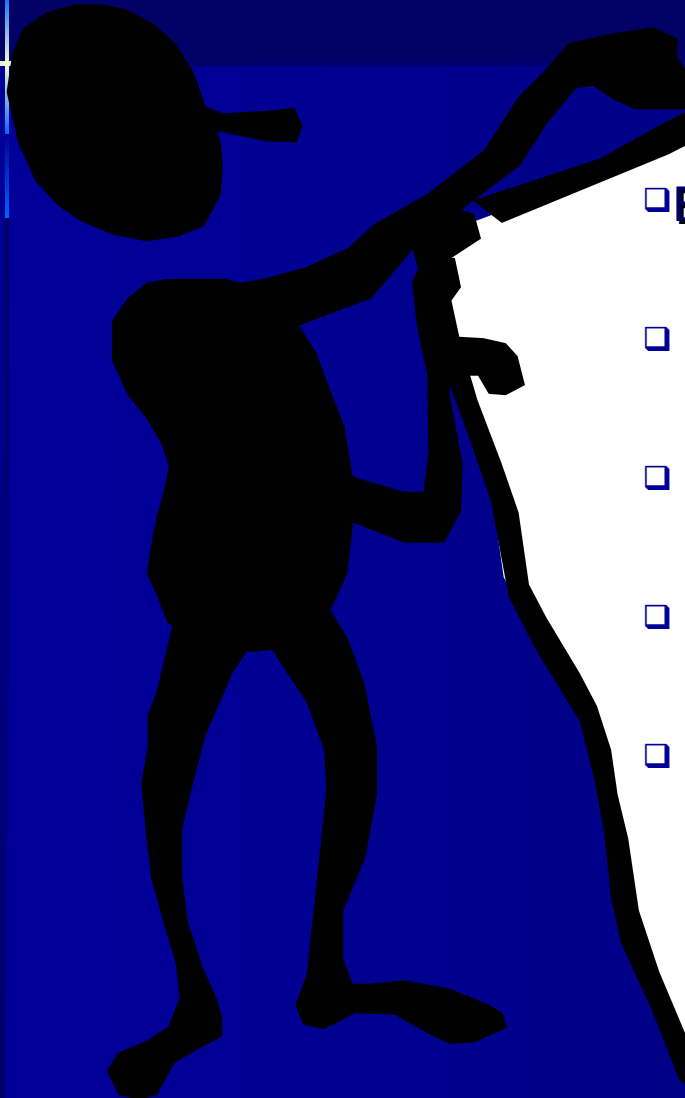
- A collection of people who interact with one another, accept rights and obligations as members and who share a common identity.



What is Group Dynamics?

- It refers to the study of human behaviour in groups.

Why are groups formed?



- ❑ Exchange of ideas.
- ❑ Create awareness.
- ❑ For development purposes.
- ❑ For collective achievements.
- ❑ Improve welfare of members

Characteristics of groups

- Interaction of all members
- Has to have 2 or 3 or more members to some identity
- Need for objective
- Rules and regulations

- To maintain unity
- To enhance socialism
- Recognition of members potentials of purposes of formation
- For link to funding NGO's

How are groups formed? - Forming

- This first stage is characterized by a sense of uncertainty and awkwardness and perhaps anxiety.
- Participants may be unsure of what to do and how to do it.
- No rules or norms.
- Leaders need to *set the tone* for group behavior, activities, and interactions.
- Most people are polite.
- Leadership at this point should be a combination to get everyone involved and interacting in the group.

Forming

- This is the initial stage of group formation.
- Its characterized by uncertainty and confusion.
- There is no effective leadership.



Storming

- This next stage is characterized by individual assertive behavior which may result in some group instability.
- Participants have begun to feel comfortable enough with their new environment to take some risks in revealing more of their personalities.
- Each person wants to feel a sense of individual importance and influence on the group.
- Leaders should not be surprised if some conflicts develop in the group at this stage. This is part of the natural process of the group becoming self-sustaining.

Norming

- This stage is characterized by a growth of affection and establishment of personal relationships.
- Participants will begin to take responsibility for resolving conflicts and strengthening friendships.
- The Leadership style which may be most effective is participatory since the group is competent regarding tasks but needs assistance and support in terms of relationships.

Performing

- This stage is characterized by harmony among group members.
- Participants look outwards to see how other people in the group are doing to make sure all are supported.
- Decision making and problem solving will be shared within the group.
- At this stage the group is mature enough to attend to its own needs both in terms of task and relationship matters. The leadership style which would be most effective would be Delegating.

Adjourning

- This is dissolution stage after attaining the group's mission.
- The other stages start again.

Characteristics of effective groups

- Has a clear understanding of its goals.
- Is flexible in selecting its procedure as it works toward its goals.
- Has achieved a high degree of communication and understanding among its 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.

- Achieves an appropriate balance between group productivity and the satisfaction of individual needs.
- Provides for sharing of leadership responsibilities.
- Has a high degree of cohesiveness (attractiveness to its members).
- Makes intelligent use of the differing abilities of its members.
- Can be objective about reviewing its own processes.
- Maintains a balance between emotional and rational behavior, channeling emotion into productive group effort.

Types of groups

- Primary groups
- Secondary groups
- Reference groups
- Reactive groups



Primary groups

- Face to face association and co-operation (parental relationship)
- Small in prong
- Identification of all members
- Objective of not clearly seen

Secondary groups

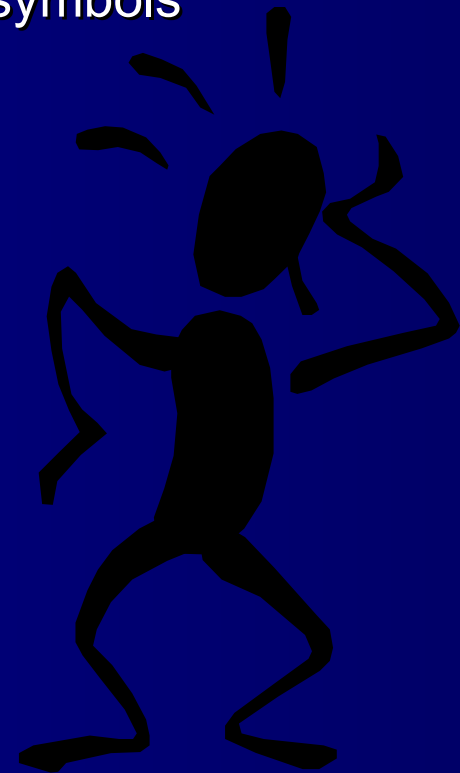
- Membership expands
- Members rarely interact
- Objectives and distinct
- Members engage in self activities

Reference groups

- Already established
- Either positive or negative side
- Used as models

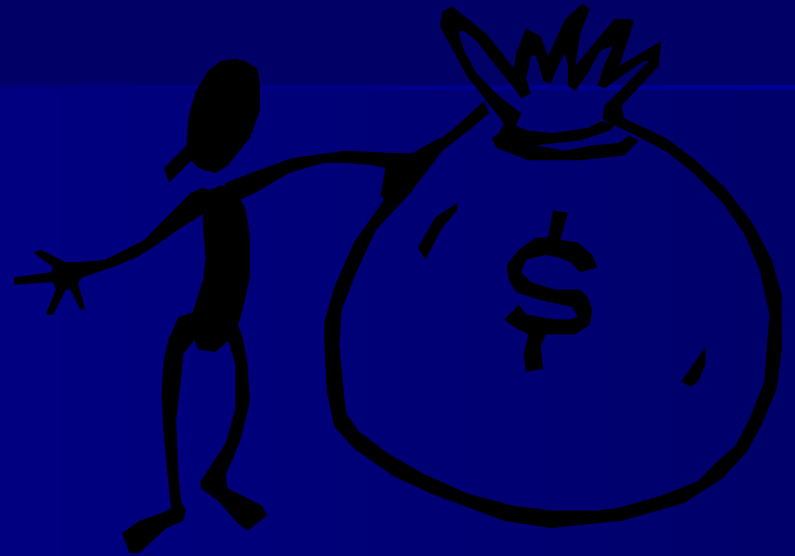
Reactive groups

- Re-acts and responds to external threat
- Identify and dramatize their existence by use of symbols
- Always aggressive or competitive.



Why are groups formed?

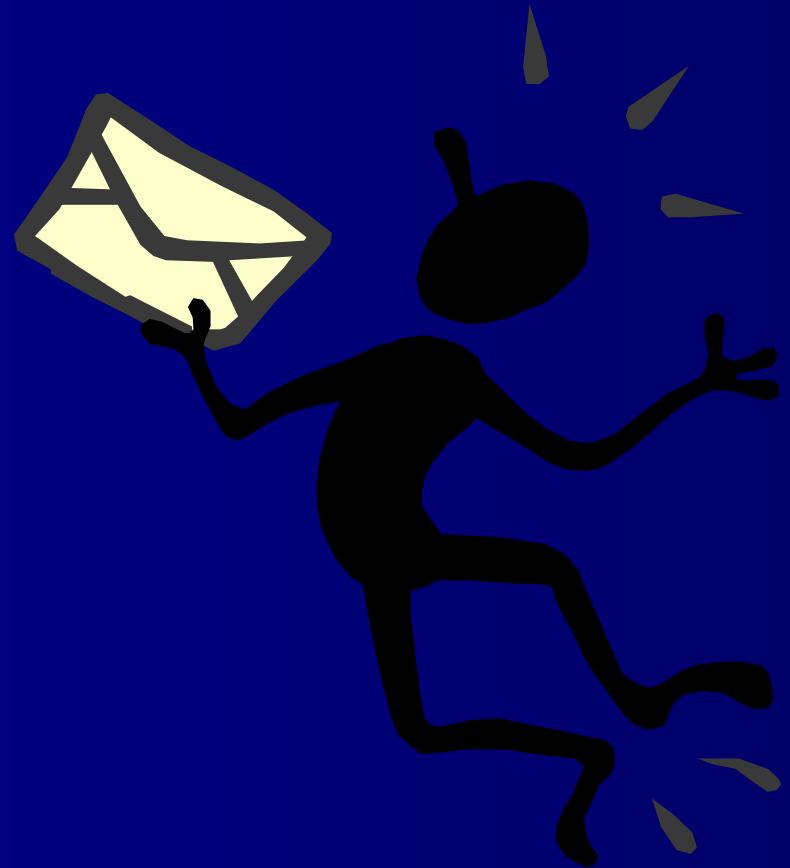
- Utilize resources
- Experience sharing
- Assist in development
- Promote socialization among members and influence individual behavior
- Promote unity and understanding
- Eradicate poverty



- Gives opportunities to release tension through communication and interaction
- For a sense of belonging and responsibility.

Good practices in groups

- Self esteem
- Co-operation
- Exchange ideas
- Transparency and accountability
- Secrets keeping
- Recognition of others
- Tolerance



- Truthfulness
- Respect
- Understanding
- Time keeping
- Sharing ideas
- Helping one another

- Accepting advice
- Co-operation
- Involvement of all group members etc



Bad practices in groups

- Rumour mongering
- Corruption incidences
- Misappropriation of funds
- Dictatorship
- Selfishness
- Disrespect of members

- Laziness
- Lack of commitment
- Incompetence

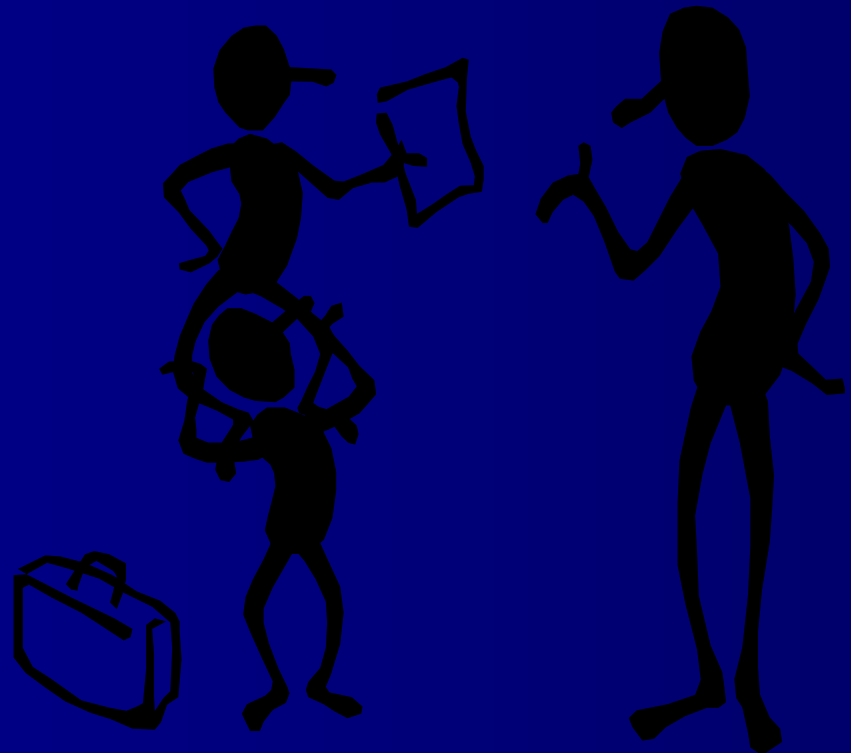
Leadership

- Leader is a person who by force of example, talents:
 - Plays a directing role,
 - Wields commanding influence,
 - Has a following in any sphere of activity or thought.

- Leadership is an ingredient of personality that causes men and or women to follow

- Types of leadership:

- Democratic
- Autocratic
- Bureaucratic
- Laissez -faire



Functions of leadership

- Planning
- Delegation
- Communication
- Managing yourself

Conflict

- This manifested in differences in a group.
- They may be as a result of:
 - Poor communication
 - Poor delegation
 - Poor leadership
 - Misuse of funds

- Not attending meeting when called upon
- Poor record keeping
- Lack of respect

