

Concern	Issues the Group is Dealing With	Issues the Person is Dealing With	Desirable Outcomes		Signs of Problems	Behavior that May Help
			Group	Person		
ACCEPTANCE	<p>Being clear about our basic purpose and contract</p> <p>Establishing our basic norms</p>	<p>Desire to belong; to trust and be trusted</p> <p>Fear of being rejected</p> <p>What will I lose/get by being a member?</p> <p>What's the cost?</p> <p>What's expected of me?</p> <p>Desire to be acknowledged; to be seen as unique; to be cared for; to be important to the group</p>	<p>High trust level in group</p> <p>Warmth</p> <p>Supportive climate</p>	<p>Increased ability to accept self and others</p>	<p>People denying membership</p> <p>Mistrust; Fear</p> <p>Attempts to hide behind status</p> <p>Being cynical about the abilities of the group</p> <p>Attempts to pressure others to change</p> <p>Lack of clarity about the basic purpose of the group</p> <p>Trying to make decisions for other members</p>	<p>Showing confidence in the abilities of the group</p> <p>Accepting differences a realities to be explored -- what do they mean for this group</p> <p>Acknowledging other's presence, expressing affirmation and affection as appropriate</p> <p>Clarifying the basic contracts of the group - - helping the group decide what being a member means</p>
DATA FLOW	<p>Getting an adequate flow of information, so that realistic decisions can be made and goals established</p>	<p>Desire to let others know who I am and to find out who they are</p> <p>Desire to share my feelings and thoughts</p> <p>Fear of having what I share turned against me</p>	<p>Open flow of useful information</p>	<p>An increased awareness of self and others</p> <p>An increased sense of freedom to say and do what you want</p>	<p>Tentativeness</p> <p>Hiding and denying feelings</p> <p>Inability to make decisions</p>	<p>Share yourself -- your thoughts and feelings, commitments, fears, excitements</p> <p>Let others see your strengths and weaknesses</p> <p>Speak for yourself not for others</p>

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DATA FLOW (continued)						<p>Listen; let others know you are listening; tell them what you have heard; ask if you are "on target"</p> <p>Empathize - work to understand what the other person feels; put yourself in their position; let them know that you sense what they are experiencing; ask if you are "on target"</p> <p>Let others know what you want and need; Invite them to share what they want and need</p> <p>Ask for feedback - ask others to tell you the impact you are having on them</p>
GOAL FORMATION	<p>Being clear about goals</p> <p>Goals being shared by members</p>	<p>Having a sense of purpose</p> <p>Fear of drifting, standing for nothing</p>	Productivity	<p>Increased sense of purpose and direction</p> <p>Personal integration</p>	<p>Apathy; Boredom</p> <p>Competition</p> <p>Having little internal investment in goals and decisions</p>	<p>Sharing your own hopes and goals for yourself and the group</p> <p>Sharing your vision for the organization you participate in</p>

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GOAL FORMATION (continued)	Knowing what is enough for us to accomplish; what is productivity for "us"?	Assessing personal priorities; deciding how much of myself I will commit to the goals of the group			Working only from external pressure, e.g., duty, loyalty, etc.  Suspicious about the motives of others	Being willing to commit yourself openly  Entering into a problem solving stance  Openly acknowledging that the group can not do everything, that it is all right to limit ourselves and focus  If the group seems unable to come to a decision, form goals, or reach some level of productivity - look at data flow and acceptance concerns
CONTROL	How will we work together?  How will we organize ourselves to accomplish our goals?  How will accountability be established?	Desire to have some influence in the group  How much to let myself be influenced  Fear of being controlled	Interdependence	Increased ability to be interdependent with others	Dependence  Refusal to allow self to be influenced  Attempts to control or manipulate others  Debating  Hostility	Accepting and giving influence  Share wants & fears you have about influencing and being influenced  Review group norms, procedures and leadership roles; encourage the group to evaluate them  If the group is having a problem working together, look at prior concerns



