

GROUP DYNAMICS: BUILDING THE TEAM

What are Group Dynamics?

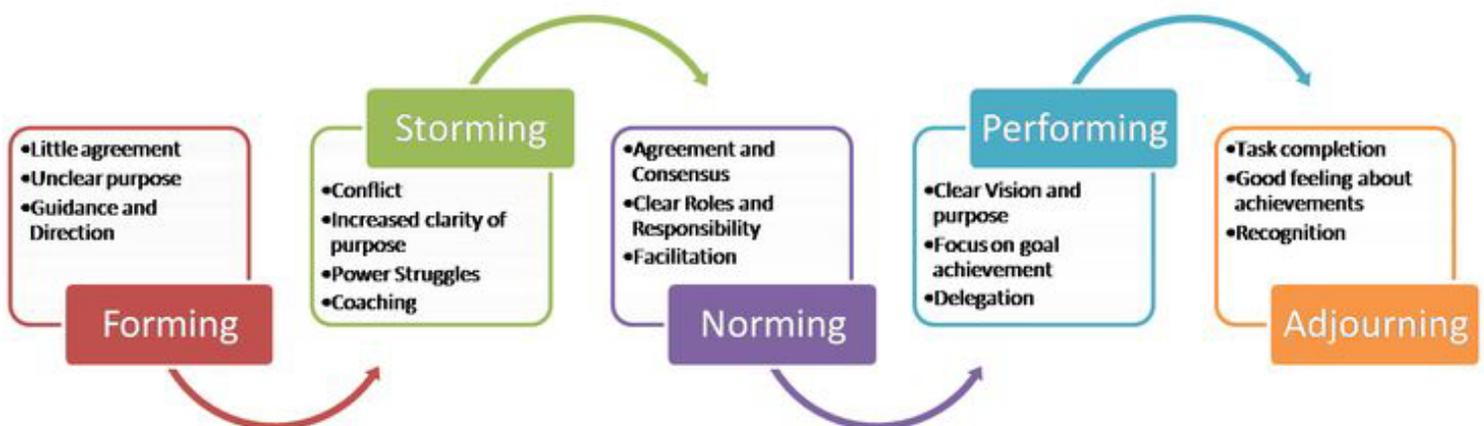
Group dynamics are the processes involved when people in a group interact with each other. Over time, a set of rules or normalities will form and they will shape how group members interact with each other, as well as the organizational mission. Sometimes group norms will develop, but they won't always be effective for your organization. That is why it is critical to be intentional about the conceptualization, development, and implementation of group dynamics, as they set the tone for how your organization functions.

Develop Your Group's Normalities...Intentionally

- Have your members list all the group norms they'd like to adopt on a flip chart.
- Go through the list, item by item, to see what everyone agrees upon
 - During this time, have a Q&A period for clarification
 - Reword the proposed norms as needed until the group is satisfied
- Try to keep the list of norms relatively short
 - If you have more than ten, try to combine complementary norms
- Adopt the norms the group has created

Group Development: Know the Stages

When developing a team, it helps a great deal to have some basic sense of the stages that a typical team moves through when evolving into a high-performing team. Awareness of each stage helps leaders to understand the reasons for members' behavior during that stage, and to guide members to behavior required to evolve the team into the next stage.



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Tips for Building Strong Teams

- Establish group norms early
- Grow/nurture relationships
- Keep your promises
- Know that conflict is inevitable
- Strong, clear communication

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