CONSTRUCTIVE AND DESTRUCTIVE GROUP BEHAVIORS

Constructive Group Behaviors

• **Cooperating**: Is interested in the views and perspectives of the other group members and is willing to adapt for the good of the group.

• **Clarifying**: Makes issues clear for the group by listening, summarizing and focusing discussions.

• **Inspiring**: Enlivens the group, encourages participation and progress.

• **Harmonizing**: Encourages group cohesion and collaboration. For example, uses humor as a relief after a particularly difficult discussion.

• **Risk Taking**: Is willing to risk possible personal loss or embarrassment for the group or project success.

• **Process Checking**: Questions the group on process issues such as agenda, time frames, discussion topics, decision methods, use of information, etc.

Destructive Group behaviors

• **Dominating**: Takes much of meeting time expressing self views and opinions. Tries to take control by use of power, time, etc.

• **Rushing**: Encourages the group to move on before task is complete. Gets "tired" of listening to others and working as a group.

• **Withdrawing**: Removes self from discussions or decision making. Refuses to participate.

• **Discounting**: Disregards or minimizes group or individual ideas or suggestions. Severe discounting behavior includes insults, which are often in the form of jokes.

• **Digressing**: Rambles, tells stories, and takes group away from primary purpose.

• **Blocking**: Impedes group progress by obstructing all ideas and suggestions. "That will never work because…"

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