**WORK CARD 1**

**OBSERVATION OF GROUP ROLES**

* TIP

exercise can be done in 2 versions:

1 / under the direction of the trainer,

2 / individually, while observing group work.

VERSION 1

(TIME – approx. 30 min.)

COMMENTS FOR THE TRAINER:

1. Participants are divided into 4 groups. One of them will be an observation group, the other three will act as observers.

2. Tasks to be carried out:

a. The follow-up group is to conduct a discussion on: What conditions should be included if waiter service is available at a banquet event combined with wine tasting.

b. The second group is to observe what roles the individual members were facing in relation to the given problem during the discussion, who performed them and how they were recognised. For this purpose, each participant in this group receives the observation sheet "Roles related to the implementation of tasks". Each observer can take notes.

c. The third group is to observe what roles related to contacts between people took place during the discussion, who performed them and how they were recognised. For this purpose, each participant in this group receives the observation sheet "Roles related to contacts between people". Each observer can take notes.

d. The fourth group is to observe what roles hindered the good functioning of the group have become apparent during the discussion, who held them and how they were recognised. For this purpose, each participant in this group receives the observation sheet "Roles hindering the good functioning of the group". Each observer can take notes.

1. Say that after 8-10 minutes of observation, observers in each of the three groups will be able to present the results of their observations.

2. Start the exercise.

3. After 8-10 minutes, stop the discussion and ask the observers to start the presentation - their total duration should be no longer than 15 minutes.

4. When finished, explain the importance of group roles and their impact on work results.

VERSION 2

INDIVIDUAL EXERCISE:

1. Observe the work of any chosen group. It can be a discussion on television, a team in your workplace.
2. Select one or more of the follow-up cards below.
3. Observe what roles you noticed among the group members and which of them dominated. You can take notes.
4. After 8-10 minutes, look at the results of your observations.
5. Think about the roles that affected the work effects in the group.

ATTACHMENTS

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| OBSERVATION CARD 1 |
| Roles in the group related to the implementation of tasks:* CREATIVITY - presenting new ideas, solutions, proposals,
* COORDINATION - finding links between ideas or proposals of different group members,
* PARAPHRASING - explaining or organising ideas,
* NAVIGATION - keeping an eye on the subject, problem,
* EXPERTISE - knowledge sharing,
* SEARCHING FOR INFORMATION - asking questions, analysing materials,
* SUPPORT WORKS
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| OBSERVATION CARD 2 |
| Roles in the group related to contacts between people:* LISTENING - refraining from expressing your own opinion,
* MEDIATION - mitigation of conflict situations, striving for compromise and cooperation,
* MOTIVATION - encouraging passive group members to be active,
* URGENT RULES - reminding the rules and goals of the work,
* SUPPORTING - accepting ideas and behaviours,
* REDUCTION OF STRESS - easing tension through jokes.
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| OBSERVATION CARD 3 |
| Roles that make group work difficult:* AGGRESSION - constant opposition, attacking others, malice, forcing your own opinion,
* COMPLIANCE - subordination to dominant persons, unwillingness to occupy one's own position,
* DOMINATION - striving to gain power, advantage, control over others,
* BLOCKING - excessive stubbornness, senseless arguments, returning to the issues already solved,
* SEARCH FOR PARTNERSHIP - striving to gain compassion, focusing attention on yourself,
* AVOIDING TASKS - withdrawal, indifference.
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| OBSERVATION RESULTS |
| QUESTIONS | WHAT ROLES DID YOU OBSERVE? | HOW DID THEY AFFECT GROUP WORK? |
| FROM OBSERVATION CARD 1Roles in the group related to the implementation of tasks |  |  |
| FROM OBSERVATION CARD 2Roles in the group related to contacts between people |  |  |
| FROM OBSERVATION CARD 3 Roles that make group work difficult |  |  |