



IN SITU SOCIO CULTURAL TTT SESSION 1

Experiencing Group Development & Group Stages. Self-assessment

Questions

What is the main difference between a team and a group?

- Number of members (teams are bigger, groups are smaller)
- Duration of existence (teams consist longer than groups)
- Synergy (teams work together on a common goal, groups on work individual on their goals)

What is the right stage to the following statement?

“We argue a lot even though we agree on the real issues.”

- Forming
- Storming
- Norming
- Performing
- Adjourning

“We express criticism of others constructively.”

- Forming
- Storming
- Norming
- Performing
- Adjourning

“We enjoy working together; we have a fun and productive time.”

- Forming
- Storming
- Norming
- Performing
- Adjourning

“At first I want to get to know the other participants of the training.”

- Forming
- Storming
- Norming
- Performing
- Adjourning



Disagreements are...

- ... complicated and should be avoided
- ... normal and sometimes even beneficial
- ... mostly the fault of the arguing persons

What is the typical for the forming stage?

- Disagreements, conflicts, emotional reactions
- Setting up roles, tasks - getting on the same page
- Getting to know each other, setting up rules, orientation
- Working towards a common goal, highly autonomous

What does the storming stage implies for the facilitator?

- Enhance the grade of participation of the members
- Moderation & Coaching Role, meta-stage
- Searching for the one to blame
- Trying to skip conflicts to avoid chaos

Is Bruce Tuckman`s Model linear or circular?

- Linear - the groups always move from stage to stage
- Circular - some groups might repeat or skip the stages

Why is it important for facilitators to get to know the basics of group dynamics?

- To rate the performance of the group on a valid basis
- To understand and support the groups development better
- To withdraw at soon as possible/ Less work for the facilitator



Answers

What is the main difference between a team and a group?

- Number of members (teams are bigger, groups are smaller)
- Duration of existence (teams consist longer than groups)
- **Synergy (teams work together on a common goal, groups work individual on their goals)**

What is the right stage to the following statement?

“We argue a lot even though we agree on the real issues.”

- Forming
- **Storming**
- Norming
- Performing
- Adjourning

“We express criticism of others constructively.”

- Forming
- Storming
- **Norming**
- Performing
- Adjourning

“We enjoy working together; we have a fun and productive time and know exactly what to do.”

- Forming
- Storming
- Norming
- **Performing**
- Adjourning

“At first I want to get to know the other participants of the training.”

- **Forming**
- Storming
- Norming
- Performing
- Adjourning

Disagreements are...

- ... complicated and should be avoided
- **... normal and sometimes even beneficial**
- ... mostly the fault of the arguing persons

What is the typical for the forming stage?

- Disagreements, conflicts, emotional reactions
- Setting up norms & structures - getting on the same page
- **Getting to know each other, setting up rules, orientation**



- Working towards a common goal, highly autonomous

What does the storming stage implies for the facilitator?

- Enhancing the grade of participation of the members
- Moderation & Coaching Role, meta-stage
- Searching for the one to blame
- Trying to skip conflicts to avoid chaos

Is Bruce Tuckman`s Model linear or circular?

- Linear - the groups always move from stage to stage
- Circular - some groups might repeat or skip the stages

Why is it important for facilitators to get to know the basics of group dynamics?

- To rate the performance of the group on a valid basis
- To understand and support the groups development better
- To withdraw at soon as possible/ Less work for the facilitator