

ROCK N' ROLE

As a team we focus on the important aspects of roles in groups.

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“Know Your Role”

-The Rock



What is a role?

Webster defines a role as “the rights, obligations, and expected behavior patterns associated with a particular social status.”

The textbook states that, “a role is associated with the position and status of members in a group and implies the rights and duties of that member toward one or more group members.” (Harris & Sherblom, 2005, p.51)

...from "Ocean's Twelve"



Follow the Leader

From our research we found that the main social role in a group is the leader.

There are 2 basic functions of a leader:

- 1) Helps the group to achieve a specific goal
- 2) Helps to maintain or build the group itself

(p. 5, Dimock, 1970)

“Leaders may be appointed or elected, or they may engage during the group process”

(p. 281, Harris & Sherblom, 2005)

“No man is a leader until he is acknowledged as such by others”

(p. 183-184, Reeves, 1970)

We generally use the “great leader” precedent to decide what makes a leader but there are some problems that go along with this...

4 problems that come into play when trying to identify Great leaders:

- 1) An unlimited number of leadership traits may be identified
- 2) Different traits may be needed under different conditions
- 3) Great leaders are identified after the fact, but who will become a great leader can not be predicted ahead of time
- 4) A match between the Zeitgeist and the great person may be required for great leadership to occur.

(p. 18, Johnson, 1975)

But, What Makes a Good Leader?

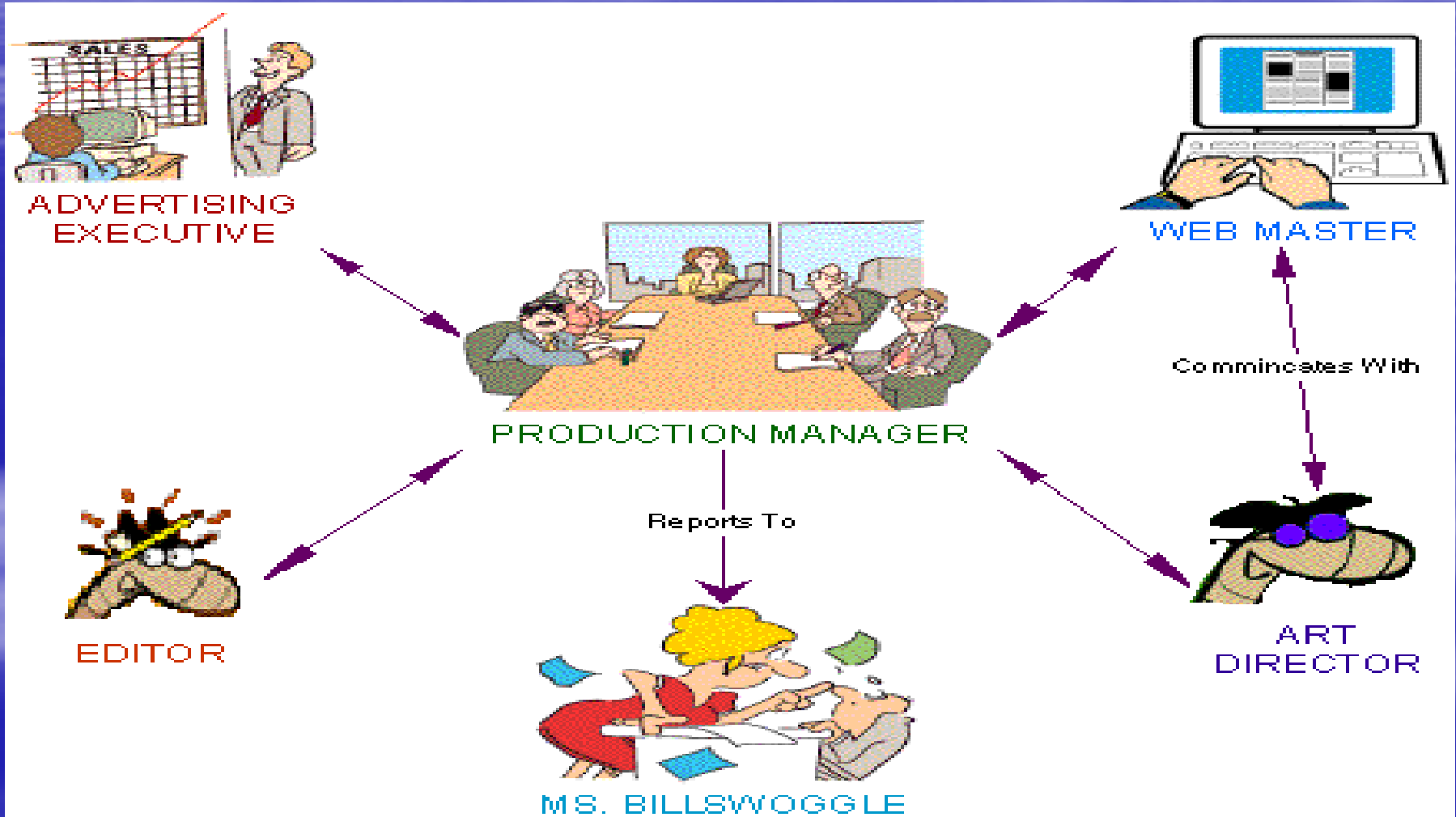
- Intelligence
- Motivation
- Willing to make decisions
- Better-than-Average Ability in Interpersonal Relationships
- personal Integrity
- Stamina
- Conceptual Abilities
 - A. Making the best of his followers Creativity
 - B. Fairness

(p. 184-186, Reeves, 1970)

...from "Remember the Titans"



“ When we are taking on an individual role we are going through the process of role assumption, which means trying to act in accordance with the expected behaviors anticipates by the group and with the norms associated with that role.” (p. 55, Harris & Sherblom, 2005)



Positive Role Playing

What might a positive TASK role player do?

A group member that take on task roles get the job done, so to speak. They contribute ideas, propose solutions, ask for clarification, elaborate on ideas, clarify and integrate ideas, diagnose problems, summarize, push the group into action, take notes, handle other routine tasks, and constructively analyze group's accomplishments.

Some task roles that might come into play are:

The **INITIATOR**

The **INFORMATION SEEKER**

The **OPINION SEEKER**

The **INFORMATION GIVER**

The **OPINION GIVER**

The **ELABORATOR**

Positive: Maintenance Role Playing

As well as the task roles that assist the group to achieve its responsibilities there are group maintenance roles which help the group grow and strengthen. These roles support and maintain group life and activities.

Maintenance Roles

One might find that his/her personal skills lend themselves to one or more of the following maintenance roles:

- **The ENCOURAGER**
- **The HARMONIZER**
- **The GATEKEEPER**
- **The STANDARDS SETTER**
- **The COMPROMISER**

Meredith Belbin's Eight Flexible Roles

The chairman

The shaper

The resource investigator

The plant/ideas person

The monitor/evaluator

The company worker

The team worker/builder

The completer/finisher

Bad Role! No Cookie for You

- In everything there is a good side and a bad side and while there are many positive and constructive roles that one can play in a group on the other spectrum there are also a lot of negative and destructive roles. We refer to these destructive roles as 'blocking.'
- Blocking is a result of needs that are suppressed. Blocking leads to frustration throughout the group and causes the group to not function in a beneficial manner for anyone.
- “Groups often present difficult situations with multiple expectations or roles for members, so that what is expected of us in groups is not always clear.” (p. 51, Harris & Sherblom, 2005)

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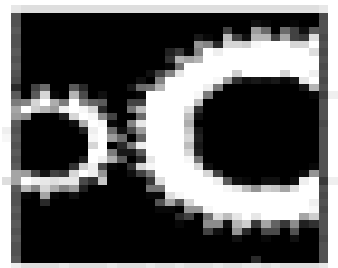


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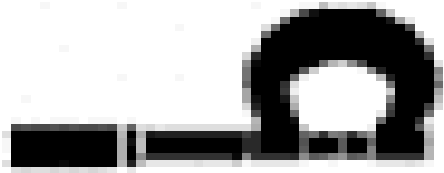


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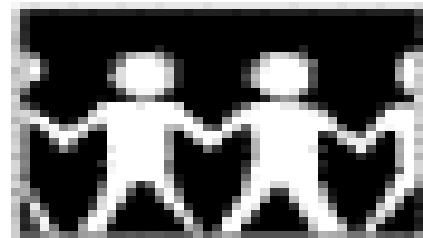
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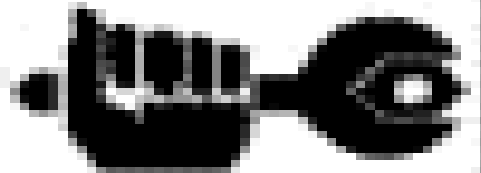
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Roles associated with BLOCKING

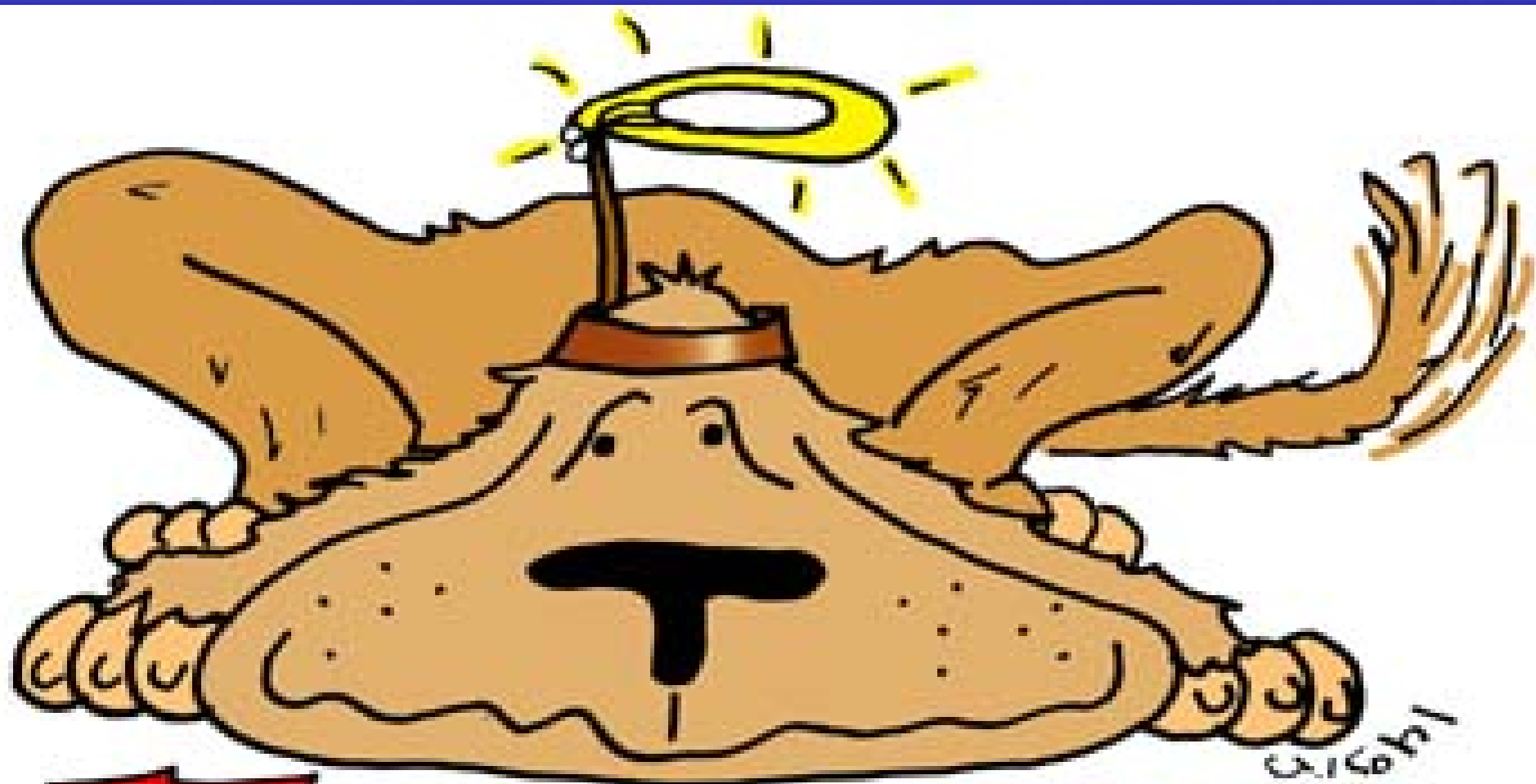
- Aggressor
- Blocker
- Recognition-seeker
- Self-confessor

Roles Associated w/BLOCKING Cont.

- **Playboy/playgirl**
- **Dominator**
- **Help-seeker**
- **Special Interest Pleader**
- **Withdrawing (p. 52, Harris & Sherblom, 2005)**

Group members tend to experience one or both of these problems in defining their roles:

- Role ambiguity-not sure what's expected of you in your role, it's either defined too rigidly or not clearly enough, this is a stressful situation. (p.5, Donelson, 1983)
- Role conflict-two expectations within the same role are incompatible, may be incompatible with your personal values. An example might be a coach of a sports team is a mentor and imposes discipline. (p.5 Donelson, 1983)
- Role overload-juggle family and work responsibilities, more than one distinct job but it's NOT work overload, rather it overstretches the individual's variety meaning one or all roles are performed inadequately. (p.7, Donelson, 1983)



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BEING A ROLE MODEL**

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