

# Plays Well with Others

Learn how to be an effective member in any group

## Member Centered!

From the start, the use of proactive member behaviors increases the likelihood that a work group will focus and coordinate efforts & successfully deliver results

## Why develop Proactive Group Members

Groups that do the necessary work at each phase become more:

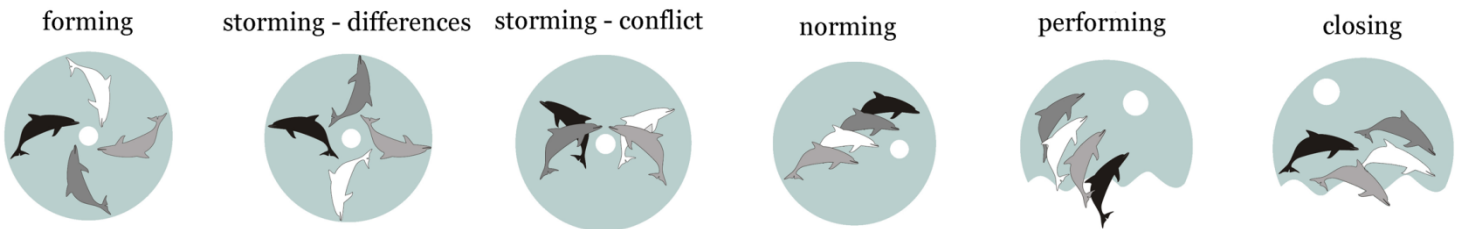
- Competent and skillful
- Interdependent & collaborative
- Creative & innovative
- Productive and accurate

Members become effective in work groups

Members take their increased effectiveness to other groups in the organization



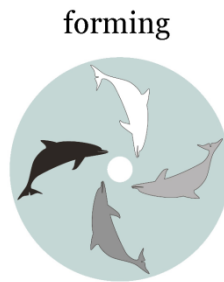
## Group Phases



We assist groups to develop in each phase.

### Sample - Forming

- A Clear Purpose, e.g., Forming: group members orient to the work task the desired result, and to the other members.



- Relevant Learning Activities, e.g., Identify the many different reasons members decide to join a group.
- A Critical Result, e.g., Forming: Members decide to join. To join means to make a commitment to work on the stated task with the other members in the group in order to achieve results for themselves and for the organization.

- A capacity to Analyze current group effectiveness (sample)

### A Focus on Effective Member Behaviors

#### Sample proactive Member Behaviors in Forming

- Ask questions to clarify the task
- Clarify the purpose and outcomes to be achieved
- Clarify how the organization will make use of the group's contribution
- Show an interest in introductions that include how each member will contribute to the work
- Develop initial work agreements and accountabilities
- Help plan the initial strategy for how the group will approach its work.

#### How well has this work group formed?

	NOT AT ALL	1	2	3	4	5	COMPLETELY
1. Members understand the task.		1	2	3	4	5	
2. Members agree with the goals.		1	2	3	4	5	
3. Members feel they can work with the other members.		1	2	3	4	5	
4. Members feel comfortable expressing ideas.		1	2	3	4	5	
5. Members appear committed to producing effective results.		1	2	3	4	5	
6. Members understand how the organization will make use of their contribution.		1	2	3	4	5	

