# **Self-Assessment**

## How Do You Behave in Groups?

### **Chapter Resource**

Please refer to section [9.2 Characteristics of Effective Groups](https://ecampusontario.pressbooks.pub/communicationpsychology/chapter/9-2-characteristics-of-effective-groups/) of *Psychology, Communication, and the Canadian Workplace*

**Instructions**

Think of a typical group situation in which you often find yourself (e.g., a club, study group, small work group), and answer the following items as accurately as possible.

| **In a group, how often do you:** | **Never** | **Seldom** | **Fairly Often** | **Frequently** |
| --- | --- | --- | --- | --- |
| 1. Keep the group focused on the task at hand? | 1 | 2 | 3 | 4 |
| 1. Help the group clarify the issues? | 1 | 2 | 3 | 4 |
| 1. Pull various ideas together? | 1 | 2 | 3 | 4 |
| 1. Push the group to make a decision or complete a task? | 1 | 2 | 3 | 4 |
| 1. Support and encourage other groups members? | 1 | 2 | 3 | 4 |
| 1. Try to reduce interpersonal conflicts? | 1 | 2 | 3 | 4 |
| 1. Help the group reach a compromise? | 1 | 2 | 3 | 4 |
| 1. Assist in maintaining group harmony? | 1 | 2 | 3 | 4 |
| 1. Seek personal recognition from other group members? | 1 | 2 | 3 | 4 |
| 1. Try to dominate group activities? | 1 | 2 | 3 | 4 |
| 1. Avoid unpleasant or undesirable group activities? | 1 | 2 | 3 | 4 |
| 1. Express your impatience or hostility with the group? | 1 | 2 | 3 | 4 |

**Scoring**

This questionnaire asks you to describe your own behavior within a group setting. To score the instrument, add up your scores as follows for the three categories of behavior.

|  |  |
| --- | --- |
| Task-oriented behavior | (add up items 1–4) |
| Relations-oriented behavior | (add up items 5–8) |
| Self-oriented behavior | (add up items 9–12) |

Examine the resulting pattern in your answers. As usual, there are no correct or incorrect answers. Instead, this is an opportunity to view how you describe your own role-related activities in a group. What did you learn about yourself? How does your role in a group differ from those of other individuals?

#### References

This assessment was adapted from:

[Chapter 9: Group and Intergroup Relations](https://openstax.org/books/organizational-behavior/pages/9-management-skills-application-exercises) in [Organizational Behaviour](https://openstax.org/details/books/organizational-behavior) by Rice University, OpenStax and is licensed under a [Creative Commons Attribution 4.0 International License,](https://creativecommons.org/licenses/by/4.0/) unless otherwise noted.