

## Constructive and Destructive Group Behaviors

### Constructive:

**Cooperating:** Is interested in the views and perspectives of the other group members and is willing to adapt for the good of the group.

**Clarifying:** Makes issues clear for the group by listening, summarizing and focusing discussions.

**Inspiring:** Enlivens the group, encourages participation and progress.

**Harmonizing:** Encourages group cohesion and collaboration. For example, uses humor as a relief after a particularly difficult discussion.

**Risk Taking:** Is willing to risk possible personal loss or embarrassment for the group or project success.

**Process Checking:** Questions the group on process issues such as agenda, time frames, discussion topics, decision methods, use of information, etc.

### Destructive:

**Dominating:** Takes much of meeting time expressing self views and opinions. Tries to take control by use of power, time, etc.

**Rushing:** Encourages the group to move on before task is complete. Gets "tired" of listening to others and working as a group.

**Withdrawing:** Removes self from discussions or decision-making. Refuses to participate.

**Discounting:** Disregards or minimizes group or individual ideas or suggestions. Severe discounting behavior includes insults, which are often in the form of jokes.

**Digressing:** Rambles, tells stories, and takes group away from primary purpose.

**Blocking:** Impedes group progress by obstructing all ideas and suggestions. "That will never work because..."

Obtained 4/6/09 from: <https://tle.wisc.edu/solutions/engagement/constructive-and-destructive-group-behaviors>. Adapted from Brunt (1993). Facilitation Skills for Quality Improvement. Quality Enhancement Strategies. 1008 Fish Hatchery Road. Madison WI 53715