**Excel Initiative**

**July 2019**

**Constructive and Destructive Group Behaviors**

Circle one constructive behavior and one destructive behavior that you identify with.

**Constructive Group Behaviors**

*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 Group Behaviors**

*Dominating*: Takes much of the 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…"

**Questions:**

1. How can we use our constructive behaviors to reach our goals/make progress as a team?
2. How can your colleagues support you? What do you want your colleagues to avoid doing when trying to support you?