

Exhibit 6.1. The Problems of Internal Integration.

- **Creating a common language and conceptual categories:** If members cannot communicate with and understand each other, a group is impossible by definition.
- **Defining group boundaries and criteria for inclusion and exclusion:** The group must be able to define itself. Who is in and who is out, and by what criteria is membership determined?
- **Distributing power, authority, and status:** Every group must work out its pecking order, its criteria and rules for how someone gets, maintains, and loses power and authority. Consensus in this area is crucial to help members manage feelings of aggression.
- **Developing norms of trust, intimacy, friendship, and love:** Every group must work out its "rules of the game" for peer relationships, for relationships between the sexes, and for the manner in which openness and intimacy are to be handled in the context of managing the organization's tasks. Consensus in this area is crucial to help members define trust and manage feelings of affection and love.
- **Defining and allocating of rewards and punishments:** Every group must know what its heroic and sinful behaviors are and must achieve consensus on what is a reward and what is a punishment.
- **Explaining the unexplainable:** Every group, like every society, faces unexplainable events that must be given meaning so that members can respond to them and avoid the anxiety of dealing with the unexplainable and uncontrollable.