Week 3 - Discussion

Phase Models in Group Development

Teach the class: Reflect on a time that you were part of a relatively small group, and with reference to this experience, explain Tuckman’s Model of Group Development stages to the class. Walk your classmates through the forming, storming, norming, performing, and adjourning stages of this model in relation to the group-development experience that is the basis of your reflection. If for some reason your group did not make it to the performing or adjourning stages (for example), then explain your hypotheses as to why the group did not make it this far. Be specific with the description of each stage. Include an additional relevant scholarly source to enhance your work and the learning of your peers in class.

Respond substantively to a minimum of two peers by Day 7 of Week 3. Compare and contrast your peers’ explanations and experiences and identify any cultural differences with nonverbal communication. Your main post should consist of approximately 350 words.

The Evolving Group

Last week, you learned about the heart of any group—communication—and that communication is not just an exchange of words. Communication that is effective requires that involved parties be mindful of body language and nonverbal cues, stay abreast of cultural nonverbal cues that may be considered offensive, and master the art of active listening in order to serve populations in the human services effectively and to be a valued member of the team or group at their respective human service agencies and organizations. This week, you will learn about personality types in relation to working in groups, as well as evolving groups, and to work with diversity in the context of small groups. You will take a temperament-sorter assessment to determine and discuss personality type and analyze a recent scholarly article (6 years old or newer) and create a written analysis of the article. You may also complete an ungraded self-check and optional questions to enhance learning.



Resources

**Required Text**

Adams, K., & Galanes, G. (2017). [*Communicating in groups: Application and skills*](https://ashford.instructure.com/courses/47245/modules/items/2394804)*(10th ed.).*New York, NY: McGraw-Hill

* Chapter 5: Becoming a Group
* Chapter 6: Working with Diversity in the Small Group

**Required References**

Human Metrics. (n.d.). Jung Typology Test [Web page]. Retrieved from [http://www.humanmetrics.com/cgi-win/jtypes2.asp  (Links to an external site.)](http://www.humanmetrics.com/cgi-win/jtypes2.asp)

Keirsey.com. (n.d.). Welcome to the Keirsey Temperament Sorter (KTS-II) [Web page]. Retrieved from [http://www.keirsey.com/sorter/register.aspx  (Links to an external site.)](http://www.keirsey.com/sorter/register.aspx)

McConnell, K. (2014, November 21). Leveraging your personality in the workplace: Understanding your Myers Briggs core type [Video file]. Retrieved from https://www.youtube.com/watch?v=--I5UZ0LvjY