Groups and teams

Key topics on groups

- Group formation and development
- Group performance and decision-making
- Influence, power, and leadership
- Conflict and intergroup relations

Groups

- “Groups” are defined by their interdependence

Dyad

Triad
Groups

Types of groups
- Defined by tasks (McGrath)
  - Generating
  - Choosing
  - Negotiating
  - Executing

Why do people join groups?
- Individual differences
  - Extraversion
  - Need for affiliation
  - Shyness/social anxiety
    - Innocuous sociability
Why do people join groups?

- **Social motives**
  - Need for information, reassurance
  - Social Comparison Theory (Festinger; Schacter)
    - Downward and upward comparisons

- **Social support (acts as buffer)**

- **Instrumental (goal-related) purposes**

- **Other effects/explanations**
  - Proximity
    - *Mere exposure effect*
  - Homophily (birds of a feather flock together)
  - Complementarity
  - 'Minmax' principle (cost/benefit ratio of social exchange and group membership)

Next week

- Group development
Groups and teams