

## Types of Group Roles

**Formal roles-** assigned by the organization to establish order

**Informal roles-** emphasize functions, not positions.

No single informal role is found in all or even in most groups with the probable exception of leader.

### Types of Group Roles

<p><b>Task Roles</b></p> <p>Extract the maximum productivity from the group</p> <p>Moves the group toward the attainment of its goals</p>	<p><i>Initiator-contributor</i>-Offers lots of ideas and suggestions; proposes solutions and new directions</p> <p><i>Information seeker</i>- Requests clarification; solicits evidence; asks for suggestions and ideas from others.</p> <p><i>Opinion Seeker</i>- Requests viewpoints from other; looks for agreement and disagreement</p> <p><i>Information Giver</i>- Acts as a resource person for the group; provides relevant and significant information based on expertise or personal experience</p> <p><i>Clarifier-Elaborator</i>-Explains, expands, extends the ideas of others; provides examples and alternatives</p> <p><i>Coordinator</i>-Draws together ideas of others; shows relationships between facts and ideas; promotes teamwork and cooperation</p> <p><i>Secretary-Recorder</i>-Serves group memory function; takes minutes of the meetings; keeps group's records and history</p> <p><i>Director</i>-Keeps group on track-guides discussion; reminds group of goal, regulates group activities</p> <p><i>Devil's advocate</i>-Challenges prevailing point of view for the sake of argument in order to test and critically evaluate the strength of ideas, solutions, or decisions.</p>
<p><b>Maintenance Roles</b></p> <p>Focus on the social dimension of the group</p> <p>The central function is to gain and maintain cohesiveness of the group</p>	<p><i>Supporter-Encourager</i>-Bolsters the spirits and goodwill of the group; provides warmth, praise, and acceptance of others, includes reticent members in discussion</p> <p><i>Harmonizers</i>-Tension reliever-Maintains the peace; reduces tension through humor and by reconciling differences between members.</p> <p><i>Gatekeeper-Expediter</i>-Controls channels of communication and the flow of information' encourages evenness of participation' promotes open discussion</p> <p><i>Feeling-Expresser</i>-Monitors feeling and moods of the group; suggestions discussion beaks when mood turns ugly or when energy levels lag.</p>

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<p><b>Disruptive Roles</b></p> <p>Serve individual needs or goals (Me-oriented) while impeding attainment of group goals.</p> <p>The central function is to focus on the individual</p>	<p><i>Stage hog</i>- Seeks recognition and attention by monopolizing conversation; prevents others from expressing their opinions fully; wants the spotlight</p> <p><i>Isolate</i>-Deserts the group; withdraws from participation; acts indifferent aloof; uninvolved; resists effort to be included in group decision making.</p> <p><i>Clown</i>-Engages in horseplay; thrives on practical jokes and comic routines; diverts members attention away from the serious discussion of ideas and issues; steps beyond the boundaries of mere tension reliever</p> <p><i>Blocker</i>- Thwarts progress of group; does not cooperate; opposes much of what the group attempts to accomplish; incessantly reintroduces dead issues makes negative remarks to members</p> <p><i>Fighter/ Controller</i>-Tries to dominate group; competes with members; abuses those who disagree; picks quarrels with members; interrupts to interject own opinions into discussion.</p> <p><i>Zealot</i> -Tries to convert members to a pet cause or idea; delivers sermons to group on state of the world; exhibits fanaticism</p> <p><i>Cynic</i> - Displays sour outlook engages in fault finding; focuses on negatives; predicts failure of group</p>
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**Role Emergence**

- Individuals initially make a bid to play a role
- If group endorsement occurs then true specialization occurs and the member settles into the role.

**Role Fixation**

- The acting out of a specific role and that role alone no matter what the situation might require.
- Sometimes groups insist on role fixation and that can cause problems