

# Group process



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This idea of groupthink was first coined by Janis, when the whole world was thinking group work was the best option to elicit maximum ideas from people. Every approach has some faults and so does it. Organization working on these line strongly felt that no one takes responsibility for a faulty decision. Secondly, decisions were being taken without critical thinking, and weighing the possible alternative solutions.

I feel while working in a group, we keep changing our strategies of group think, in accordance with the demands of the situations. Now that I have time to think and write, I recall that I have more often noticed myself indulging in self censorship. The concept of self censorship has been around since long. Firstly this term mainly got related with writers and journalists but now we literally see everyone doing it around us along with me.

Many individual and social ingredients convince a person to censor himself to others. Duncan (1994) writes that, " People in different societies are more collectivistic than Americans, who tend to be individualistic." (p. 79)

Although, I agree strongly that we are products of our societies but Americans are little bit more loath to openly express their ideas and opinions. Most of times, I know my colleagues are wrong but I don't let them find out due to many reasons.

At times, I lack confidence and I end up blocking my self to others. Other times, I fear that people will oppose me and question me. I feel challenged. It takes a lot from me to convince people and satisfy them with my answers. Eventually I feel embarrassed and rejected by my group.

I also censor my views to avoid arguments. From time to time, I do it to avoid conflict of ideas and interests. I have also felt that when I get along with my

group very well and feel close to them then I am afraid to raise a question due to peer pressure. This phenomenon of group think minimizes the conflict in between the group members. On occasions, when there are higher authorities attending the group meetings, I find it an easiest solution to hold my tongue to save myself from direct pressures and avoid my potential career damage. I feel at worst, when I get carried away by the strong feeling of competition and I see my group going in a wrong direction but keep silence.

Self censorship is becoming one of the most concerned areas in today's era. The motivation to avoid it; is the hype all creative and innovative ideas get. It seems the world is always short of them. The group members wants to know what the other person is thinking so I believe I should initiate discussion in the very beginning of it and through my ideas before some one else does. Secondly, it shall be necessary to write down your proposals. Written form will tell everyone whose idea was it initially and the credit can go that person. To keep away from it I also think there needs to be an incentive and then for sure I will avoid it. I will become proactive and take responsibility for my actions.

## References

Janis, I. L. & Mann, L. (1977). Decision making: A psychological analysis of conflict, choice, and commitment. New York: Free Press.

Duncan, W. J. (1994). Why some people loaf in groups while others loaf alone Birmingham: University of Alabama.

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