

# Group dynamics

Psychology



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Group Dynamics Task Introduction In the achievement of any success in any project, there needs to be support from individuals sharing a similar interest in completing the task. A successive group needs to be active in participating with other members in creating opportunities to complete the tasks as required. Individuals belonging to an effectively created group are most likely to achieve satisfactory results as compared to randomly organized groups. Moreland and Levine designed a model that dictated an effective measure that contributes to success in a group setting (Moreland & Levine, 2006). This paper analyzes these faces with the aim of describing how success had been achieved when application of the 5 phase model implemented.

Moreland and Levine dictated five phases that individuals engage in when participating in socialization exercise within the group setting. This relation, however, is not dormant, and changes constantly depending on the conditions that are presented to the individual group. Nijstad highlights the five phase model to comprise of Maintenance, Resocialization, Remembrance, Investigation and Socialization (Nijstad, 2009).

#### Investigation

The first phase that the individual and the group undergo which involves the careful selection and determination of prospective members of the group. In this phase, the group recruits members with the aim of determining the people who would lead to the goal attaining. The groups that would yield positive results are highlighted, and then entry accorded to the group. The efforts applied to by both groups are to meet the satisfactory level in creating their entrance criteria.

#### Socialization

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This is the second phase where the group input efforts to develop its individuals into generating positive contributions in achieving the set goals. This provision is concurrently set, in that, as the group provides conditions to develop the individual. They find adjustments to place so that the group could benefit their personal ambitions. Both parties are to meet each other's expectation to be able to meet the criteria that prompt acceptance, creating full membership for the member.

#### Maintenance

The role negotiation from both parties characterizes this phase to define the efforts that are needed to be completed to achieve success. The parties make an attempt at delegating outstanding contributions to their correspondence to maximize the goal achievement. The role negotiation should be successful to enable the individual achieve their goals and at the same time, create a platform for success for the group. If the process fails, then divergence occurs making the individual a marginal group member.

#### Resocialization

The phase is marked by the restoration of the contributions made in achieving goals. The individual makes an attempt at trying to restore the group's influence on their goal achievement process and the group applies a similar procedure to the individual. If the process is successful, there is assimilation and a repeat of the accommodation process. A positive result would lead to full membership of the individual with the convergence criteria met, failure to which the individual becomes an ex-member (Britt & Jex, 2008).

#### Remembrance

The group marks this period by remembering the contribution that the

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individual had presented on the previous regime. These memories are incorporated to become the traditions. The individual, in turn, reflects on the impact that the group had made on his ambition to achieve his goals. The parties engage in evaluation to assess the ongoing impact that they present to each other's goals prompting commitment on a different platform.

### Conclusion

The study group that we had formed to articulate the results of behavioral adaptation within the society, needed an intense research when applying societal experience. There was the need to achieve a positive realization on the assignment to boost individual marks and boost the performance of the group in outwitting the others. The model was helpful because it highlighted that, for successful task completion, there was the need to level individual and group results. The group identified the members that shared diverse experiences to achieve more points in analyzing the topic. There was a compilation of numerous points as the group assimilation variable individuals whose aim were to score high in their points yielding maximum contribution. In the group, these points obeyed the investigation, socialization and maintenance phases of Moreland and Levine's model.

### References

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