

Four Dynamical Tensions: Assessing Your Group Membership

Under stress we tend to revert to our underlying preferences. Fatigue, overload, project and decision deadlines, internal and external social and political pressures, and controversial topics are some of the possible sources of tension that we might experience during group work. Imagine yourself in such a setting as you work in a particular group. Place a check mark on your likely default positions in such a situation.

Task _____	_____	_____	_____	Relationship
Certainty _____	_____	_____	_____	Ambiguity
Detail _____	_____	_____	_____	Big Picture
Autonomy _____	_____	_____	_____	Collaboration

The learning journey is always a quest for increasing flexibility to produce more options for ourselves and our groups. Reflect on the following questions, and record your thoughts.

What are some patterns of discomfort to monitor in yourself as a group member?

What are some hot-button topics coming up in your groups that will require personal flexibility for you to be a more influential group member?
