**ROLES OF STUDY GROUP MEMBERS**



**TASK ROLES**

**Initiator**: propose solutions, suggest new ideas, new definition of the problem, new organization of material

**Information Seeker**: looks for an expressing of feeling/thought about something from members, clarification of values, suggestions, or ideas

**Information Giver**: states an opinion/belief concerning a suggestion, especially interested in value rather than factual

**Elaborator**: Clarifies, gives examples, develops meanings, tries to envision how a solution/proposal might work if adopted

**Coordinator**: Shows relationships among various ideas or suggestions, attempts to pull ideas and suggestions together, draw together ideas of various members or subgroups

**Summarizer**: pulls together related ideas or suggestions, restates suggestions

**Consensus Tester**: tentatively asking for group options in order to find out if the group is nearing a consensus/decision, send up “trial balloon"



**GROUP BUILDING/MAINTENANCE ROLES**

**Supporter**: encourages, friendly, warm, responsive to others, appreciates others   
and their ideas, agreeing with and accepting contribution of others

**Gatekeeper**: tries to make it possible for another member to make a contribution   
to the group, "We haven't heard from Jim yet", suggests limited talking time for   
everyone so that all have a chance to contribute, be heard, alerts group to the time remaining

**Mediator**: harmonizing, conciliating differences in points of view, make compromise solutions

**Tension Reliever**: drain off negative feeling by putting a tense situation in wider context.

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**NONFUNCTIONAL BEHAVIORS**

**Aggressive**: criticizing, blaming, showing hostility,

**Blocking**: interfering with the progress of the group by going off task, telling personal experiences which are unrelated, arguing too much on a point, rejecting ideas without consideration

**Competing:** vying with others to produce the best idea, talk the most, play the most roles,

**Horsing Around**: clowning, joking, disrupting the work of the group

**Seeking Recognition**: attempting to call attention to one's self by loud or excessive talking, extreme ideas, unusual behavior

**Withdrawal:** acting indifferent/passive, excessive formality, daydreaming, whispering/talking to other, wandering from the subject

**Seeking Sympathy**: talking about one's own problems or misfortunes, putting self down in order to get attention



\*Roles and ideas taken from Handbook of Staff Development and Human Relations Training, University Associates,