


Development of a small group.



Theory of group development by L. Bennis and G. Sheppard. It is built on the understanding of the processes that occur in the so-called T-groups, or training groups. The authors distinguish two phases in the existence of the group, on each of which the group solves a certain set of problems. It is noted that each specific group can differently implement the General model of development: to demonstrate some deviations or simply disintegrate in case of failure to achieve the goal. Naturally, the model of training group development is a very specific model and it is unlikely to be applicable when describing another type of groups.

The other direction is connected with the names of **R. Moreland and J. R. Moreland**. Levine, who introduced a special concept of "socialization of the group", by which, by analogy with the process of socialization of the individual, the process of group development is considered. Criteria on the basis of which it is possible to compare various stages in development of this group, the following:

evaluation (of the group's goals, its position among other groups, the value of the group's goals for its members);

obligations of the group towards its members (conditions under which *the members of the group are more "obliged" to it*, consequences of these mutual obligations);

transformation of roles of group members (greater or lesser involvement of group members, their identification with it).

On the basis of these criteria, the so-called periods in the life of the group and the corresponding different positions of the members are recorded.

Model Of L. I. Umansky.

Distinctive features (parameters) of the group's development are:

Orientation (content of group goals, motives and values)

Orderliness Readiness for the implementation of joint activities intellectual, emotional and Strong-willed communication, stress resistance. (Umansky, 1971).

The continuum of real groups-from the moment of Association of previously unknown people for the sake of a certain joint activity and up to the period of existence of this group, when it can be called a collective, i.e. up to the moment of its social maturity.

The difference between one stage from another can be traced by each of the selected parameters

Two-dimensional (two-factor) model of group development the source of group movement is the contradiction between business and emotional activity of the group. As a result of the analysis of 50 publications B. Tushman identified the most commonly called four stages in the sphere of emotional activity of the group, considered in line with this model:

"checking dependencies" — orientation in the characters and the search for mutually acceptable behaviour;

"internal conflict" - disruption of interaction and lack of unity;


"the development of group cohesion»";

"functional-role correlation".

Psychological mechanisms of small group development.

These include:

1. Resolution of intra-group contradictions: between growing potential opportunities and actually performed activities, between the growing desire of individuals for self-realization and the increasing tendency of integration with the group, between the behavior of the group leader and his expectations of followers'.
 2. "Psychological exchange" - giving the group a higher psychological status of individuals in response to their higher contribution to its vital activity.
 3. "Idiosyncratic credit" - provision by the group's high-status members of its ability to deviate from group norms, to make changes in the life of the group provided that they will contribute to achieve its goals more fully
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The stages in the business activity of the group are singled out separately:

□ orientation in the task;

□ counteraction if the task does not coincide with the personal goals of the group members;

□ open information exchange;


□ decision - making-constructive attempts to solve the problem

On the basis of the two-factor model of the group, English psychologists **G. Stanford and A. Roark** identified the following seven stages of group development.

1. Stage of formation of ideas about each other. The first interpersonal interaction

2. The second stage is the period of formation of group norms, the beginning of folding of group consciousness.

3. Stage of conflict-there are clashes between individual members of the class due to their overestimation of their capabilities and the desire to solve all problems on their own.



4. The fourth stage is the transition from a state of conflict to a state of balance between students. Communication becomes more constructive and open. There are elements of group solidarity and cohesion.

5. The emergence of a sense of "We".

6. At the sixth stage, the picture of the world changes and the dominant role is now played not by business, but by emotional activity, personal interactions become especially close ("I-YOU"), there is a reassessment of group norms.

7. Actualization is the highest stage of group maturity, when the levels of emotional and business sphere are aligned and cohesion.

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