

GROUP ROLES



A GROUP ROLE IS A SET OF ACTIONS THAT A PERSON OCCUPYING A GIVEN STATUS IN A SOCIAL GROUP MUST PERFORM; STORED IN THE HUMAN MIND A SET OF IDEAS ABOUT HOW HE AND OTHERS SHOULD BEHAVE IN CERTAIN CIRCUMSTANCES.

M. MESKON IDENTIFIES THE FOLLOWING COMPOSITION OF TARGET AND SUPPORTING ROLES:

TARGET ROLES:

§ INITIATION OF ACTIVITIES. TO OFFER SOLUTIONS, NEW IDEAS, INFORMATION SEARCH.

§ PROVISION OF INFORMATION. PROVIDE THE GROUP WITH FACTS OR GENERALIZATIONS, APPLY THEIR OWN EXPERIENCE IN SOLVING GROUP PROBLEMS

§ EXPRESSION OF OPINIONS. TO EXPRESS OPINIONS OR BELIEFS CONCERNING ANY EVENT, ASSESSMENT OF THE EVENT

§ COORDINATION. EXPLAIN THE RELATIONSHIP BETWEEN IDEAS, TRY TO INTEGRATE THE ACTIVITIES OF VARIOUS SUBGROUPS OR GROUP MEMBERS.

SUPPORTING ROLES

§ PROMOTION. *BE FRIENDLY, SINCERE, RESPONSIVE TO OTHERS;*

§ ENSURING PARTICIPATION. *TRYING TO CREATE AN ENVIRONMENT IN WHICH EACH MEMBER OF THE GROUP CAN MAKE A PROPOSAL.*

§ EXPRESSION OF THE FEELINGS OF THE GROUP. *DESCRIBE THE REACTION OF GROUP MEMBERS TO IDEAS AND SOLUTIONS TO PROBLEMS.*

SO S. KRATOHVIL DESCRIBES THE FIVE MAIN ROLES OF THE LEADER:

- 1. LEADER** - OPENLY SHOWS HIS POWER, EXERTING A CONSTANT IMPACT ON THE MEMBERS OF THE GROUP.
- 2. ANALYST** - BEHAVES PASSIVELY, WITHOUT MANIFESTING HIMSELF, DOES NOT EXPRESS ANY FEELINGS AND ASSESSMENTS WITH THE AIM OF FORMING GROUP REACTIONS
- 3. COMMENTATOR** - PERIODICALLY COMMENTS AND SUMMARIZES WHAT IS HAPPENING IN THE GROUP.
- 4. EXPERT** - COORDINATES THE ACTIONS OF GROUP MEMBERS, INVOLVES PASSIVE PARTICIPANTS IN THE ACTIVITY, EXPLAINS WHAT THE GROUP MEMBERS DO NOT KNOW.
- 5. AUTHENTIC PERSONALITY** - BEHAVES AS ONE OF THE MEMBERS OF THE GROUP, EXPRESSING THEIR TRUE FEELINGS.

. THE MOST FAMOUS CLASSIFICATION OF GROUP ROLES IS THE CLASSIFICATION OF R. SCHINDLER:

- 1. LEADER (ALPHA) - ENCOURAGES MEMBERS OF THE GROUP TO ACTION AND LEADS THEM ALONG.**
- 2. EXPERT (BETA) - POSSESSES SPECIAL KNOWLEDGE, SKILLS AND ABILITIES, WHICH ARE REQUIRED FOR THE GROUP TO IMPLEMENT ITS TASKS.**
- 3. A CONFORMIST (GAMMA) IS A PREDOMINANTLY PASSIVE PARTICIPANT, AVOIDING RESPONSIBILITY AND STRIVING TO REMAIN INVISIBLE.**
- 4. OUTSIDER (OMEGA) - THE MOST LAGGING MEMBER OF THE GROUP DUE TO WEAK ABILITIES OR FEAR OF SELF-EXPRESSION.**