

Group Functioning Questionnaire

Group Processes

1. To what extent does your group struggle with the problem of setting *goals*, i.e., with figuring out what is the ultimate outcome which is desired?

-3	-2	-1	0	+1	+2	+3
None at all			A modest effort			A very strong effort

2. To what extent does your group consider *alternative* courses of action to meet your goals?

-3	-2	-1	0	+1	+2	+3
None at all			A modest effort			A very strong effort – we explicitly consider many alternatives

3. To what extent does your group develop an *explicit* plan, i.e., a detailed plan with time deadlines?

-3	-2	-1	0	+1	+2	+3
None at all			Somewhat explicit			We develop a very explicit plan

4. To what extent does your group evaluate its success in achieving its *goals*, i.e., not whether the planned tasks were completed but whether the ultimate goals were achieved?

-3	-2	-1	0	+1	+2	+3
None at all			We talk about it			A strong explicit attempt – we have a formal program with quantitative measures of success

5. Does your group experiment with new ways of operating, i.e., have you tried things that you have never tried before?

- Yes, a great deal
- Yes, but only to a limited extent
- No, not at all

6. If “Yes” in #5, describe the types of experimentation.

7. If “No” in #5, why not?

8. Has your group attempted to use any of the group problem-solving techniques described by one of the books on group process?

_____ No

_____ Yes – please indicate below

Group Effectiveness

9. Overall, how successful would you say that your group has been so far?

-3	-2	-1	0	+1	+2	+3
Very ineffective			OK, I guess			Extremely effective

10. Do the people in your group all agree upon some common goals?

_____ No

_____ Fair agreement

_____ Excellent agreement

11. Please describe the major “common goals” of your group – list in order of importance

Rating	Common Goals
1.	
2.	
3.	
4.	
5.	

12. Indicate the success that you have achieved towards each of the goals in #11 by using a rating of +3 for exceptional success and a –3 for complete failure. (Place ratings by each of the goals in #11.)

13. To what extent do you think your group is open to new ways of behaving?

-3	-2	-1	0	+1	+2	+3
Not very open at all						Extremely open

14. How satisfied are you personally with your group’s effectiveness?

-3	-2	-1	0	+1	+2	+3
Very dissatisfied						Extremely satisfied

15. To what extent do you think you have been able to improve your ability to perform effectively in group problem-solving?

-3	-2	-1	0	+1	+2	+3
No gain at all						A great deal

16. To what extent do you think that you *could* improve your ability to manage a group effectively?

-3	-2	-1	0	+1	+2	+3
Not much at all – I’m very good already						A great deal