

Seeing Through the Lens of the Group Needs

If people's Group Needs are being satisfied by a group experience, you are likely to see certain behaviors. These behaviors will be signs that group members are trying to 1) support other's needs being met or 2) taking action to meet their own needs. Some examples are listed here. They are numbered for easier reference in conversation, not to indicate a priority or sequence.

THE SELF

Group Needs	Behaviors of Group Members	Assess (H-M-L)	Notes
Acceptance: Knowing and accepting myself for who I am	1. Share relevant experience or offer to do something because of relevant experience		
	1. Acknowledge when they know how to do something well, or not		
	1. Explain their personal circumstances without apology		
	1. Say what they want or need		
	1. Articulate the reasons behind their opinions or desires		
	1. Clearly state their values or beliefs		
	1. Conduct themselves with an air of self-confidence or self-knowledge		
Potential: Sensing and growing into my fuller and better self	1. Say what they want to learn		
	1. Volunteer for stretch assignments		
	1. Seek guidance from someone with more experience or knowledge in certain areas		
	1. Ask questions in order to learn		
	1. Offer to help others in the group		
	1. Express appreciation for how others have gained skills, knowledge, or effectiveness		
	1. Ask for feedback from other group members		

Group Needs THE GROUP	Behaviors of Group Members	Assess (H-M-L)	Notes
Bond: Our shared sense of identity and belonging	1. Enjoy being together; comment how group meetings are fun or energizing		
	1. Express appreciation for being a member of the group		
	1. Communicate in an open, self-disclosing way—even about mistakes		
	1. Jump in to help each other out, often without being asked		
	1. Keep their commitments because they don't want to let other members down		
	1. Reach out to empathetically support other members		
	1. Laugh together a jokes that others outside the group wouldn't understand		
	Purpose: The reason why we come together	1. Reference the group's purpose in their discussions	
1. Use the group's purpose to guide decisions or shape plans			
1. Act in ways that help to fulfill the purpose			
1. Do what they say they will do			
1. Build on each other's ideas to reach a new position that will support the purpose			
1. Set aside personal preferences in order to help the group move ahead with its work			
1. Bring up sensitive issues that, if left un-discussed, might create a problem for the group			

Group Needs THE WORLD	Behaviors of Group Members	Assess (H-M-L)	Notes
Reality: Understanding the world as it is and how it affects us	1. Survey their environment to better understand the reality faced by the group		
	1. Explore significant barriers or assets		
	1. Shift plans in order to adjust to changes in the environment		
	1. Discuss things that affect what group members are doing together		
	1. Debrief actions or events in order to learn what worked well—or not		
	1. Encourage each other to deal with reality rather than hide from it		
	1. Revise strategies based on lessons-learned		
Impact: Our intention to make a difference and our readiness to act	1. Talk specifically about the impact of the group’s work		
	1. Talk about the way the group’s impact motivates or inspires them		
	1. Celebrate their results and/or the effort that went into trying to create those results		
	1. Acknowledge how they have needed each other to make a difference		
	1. Reference personal values about wanting to improve things through the work of the group		
	1. Make the work of the group a high priority in their already busy lives		
	1. ‘Go the extra mile’ to help the group be successful		