# The Why and What of Positive Group Dynamics

## Why – The Benefits of a Positive, High-Functioning Group

- **Attract and keep helpful contributors**
  - Dysfunctional groups repel good contributors and attract people who might be looking for drama

- **Get stuff done efficiently**
  - Positive groups don't waste time and money, or cause frustration

- **Are valued and praised by their constituents**
  - Not always "in battle" with constituents and defending their actions

- **Are fun and rewarding to be on**
  - Not a burden, a dread, a source of tension

- **Make good decisions that serve their people well over time**
  - Decisions aren't always being revisited

- **Serve as a good example for other groups**
  - We aren't modeling, promoting, condoning unhelpful behaviors

## What Positive, High-Functioning Groups Do

- **I want to help <u>us</u>**
  - We have a common goal and always keep it in mind
  - I want US to have the best information available

- **Understanding before judging**
  - Assumptions lead to conflict
  - I want to really understand where you are coming from

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- **Demonstrate respect**
  - Public praise. Private criticism.
  - I don't surprise you to catch you off guard

- **I don't know**
  - It's okay to not have every answer
  - It's okay to change your mind

- **Clear roles and expectations**
  - Good boundaries work really well
  - Stay in my lane

- **Contain disagreement**
  - I can disagree with you on one thing and agree on another
  - Direct communication – got a problem with Joe, talk to Joe

- **Do what you say**
  - Actions aligned with words builds trust
  - When you mess up, call yourself out first

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