

MAKING GROUPS WORK

(Source: Prof. Shirley Maxey, USC/BUCO)

A. INDIVIDUALS VS GROUPS—Why work in groups?

Theory vs. Reality—Why it's often difficult:

1. Scheduling conflicts
2. Different levels of commitment
3. No natural leader

B. IDENTIFYING YOUR Strengths, Weaknesses, and Level of Commitments—What will you do?

Each of you has a strength area that you should take advantage of in group projects.

Where is your strength? What kind of person are you?

1. PLANNING

Organized
Detail-oriented
Project start
Delay the action?

2. PROCESSING

Sensitive
People-oriented
Project middle
Delay decisions?

3. ACTING

Fast-paced
Results-oriented
Project end
Compromise quality?

Level of commitment

Everyone must be involved. Everyone must contribute.

You have the *right* to expect involvement and contributions from each member!

THIS IS AN HONOR CODE ISSUE.

C. SUCCESSFUL TEAM PERFORMANCE

The TEAM PERFORMANCE MODEL—Seven Stages of Successful Group Project Performance. *Source: The Team Performance Model, Drexler, Sibbet, & Forrester, 1988.*

Following is a proven system for successful group performance. Let's apply it to your group projects:

1. **INDIVIDUAL ORIENTATION**—Why am I here, what can I do?
2. **GROUP TRUST BUILDING**—Who are you, what can you do?
3. **GOAL CLARIFICATION**—What do we have to accomplish?
4. **ACTION PLAN DEVELOPMENT**—How shall we do it? Who does what when?
5. **IMPLEMENTATION**—Each member acts out the plan.
6. **HIGH PERFORMANCE**—Project successfully completed.
7. **RENEWAL**—What should we change for next time?

The steps are interrelated and ongoing. Omitting stages causes failure!

Making Groups Work

Clifford Lane



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Table of Contents Making Groups Work

1. Understanding the eBook Making Groups Work
 - The Rise of Digital Reading Making Groups Work
 - Advantages of eBooks Over Traditional Books
2. Identifying Making Groups Work
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Making Groups Work
 - User-Friendly Interface
4. Exploring eBook Recommendations from Making Groups Work
 - Personalized Recommendations
 - Making Groups Work User Reviews and Ratings
 - Making Groups Work and Bestseller Lists
5. Accessing Making Groups Work Free and Paid eBooks

- Making Groups Work Public Domain eBooks
- Making Groups Work eBook Subscription Services
- Making Groups Work Budget-Friendly Options
- 6. Navigating Making Groups Work eBook Formats
 - ePub, PDF, MOBI, and More
 - Making Groups Work Compatibility with Devices
 - Making Groups Work Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Making Groups Work
 - Highlighting and Note-Taking Making Groups Work
 - Interactive Elements Making Groups Work
- 8. Staying Engaged with Making Groups Work
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Making Groups Work
- 9. Balancing eBooks and Physical Books Making Groups Work
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Making Groups Work
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Making Groups Work
 - Setting Reading Goals Making Groups Work
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Making Groups Work
 - Fact-Checking eBook Content of Making Groups Work
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development

- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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