

Group Styles Inventory™ (GSI) Information Session

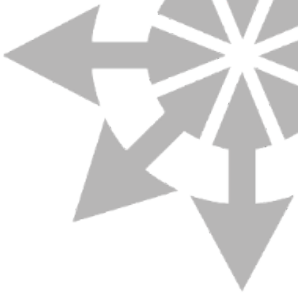
Sasha & Donna from Veraison



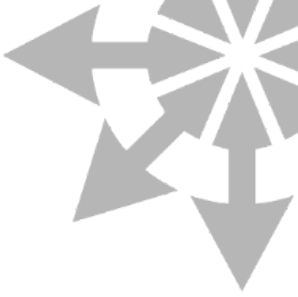
Changing the World –
One Organization at a Time®

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Synergistic Problem Solving



The Group Styles Inventory™ (GSI)



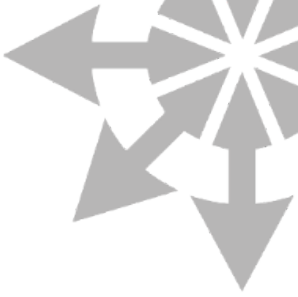
The GSI consists of:

- 72 statements which describe the following:
 - The climate or atmosphere that prevailed during the group's team work session.
 - The different types of behaviour that were exhibited by team members; and
 - The possible impact of the team as a whole on individual members.

The GSI background is:

- research-based inventory
- proven valid and reliable measure of the styles exhibited by work groups.
- enables group member to compare their perceptions of their group's performance with more than 5,000 others describing their groups.

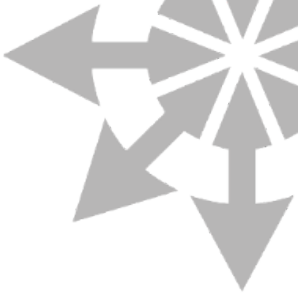
Applications for the GSI



A meeting to solve an actual organisational problem or achieve a path forward for the organisation, by working together.

We are going to apply the GSI to assess the level of synergistic problem solving, rational skills and interpersonal skills during the **next monthly meeting on 9th October.**

What you need to do

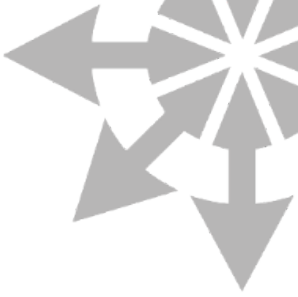


You will receive an email from Sasha @ Veraison on Monday 6th October. This will include

- A link to access the portal
- Detailed 'user guide,' for the portal and survey that should assist with any troubleshooting
- You can choose to create your account in advance so you are ready for the meeting on the 9th (5min process)

Landing Page	New Account View	Existing Account View
Sign In Please enter your Email address below.	Welcome! Please create an account.	Sign In Please enter your password.
sbrees@yahooqa.com	sbrees@yahooqa.com	sbrees@yahooqa.com
English US	Verification Code	Password
Next	First Name	English US
	Last Name	Sign In
	Create Password	Forgot Password
	8-15 characters	
	Sign In	

On the 9th October



You will receive another email from Sasha @ Veraison with a survey ID number and the same link to the portal.

- Log into the portal and create your account (if you didn't do that earlier in the week)
- Enter the Survey ID when prompted
- Complete the survey (10-15mins)
- **Please do this straight after the meeting**
(to ensure memories are fresh!)

Respondent Portal

Surveys Reports

Access Surveys
Please enter the survey ID provided to you by the instructor, or select from the list below.

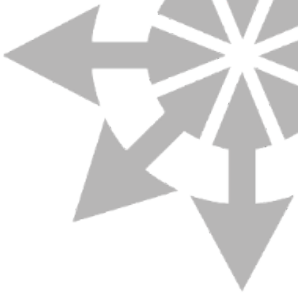
→ or →

Survey ID

Go

Leadership team - Oct session [October 6, 2017]

Your results



We will go through your results in a **3hr workshop on the 13th October.**

You will have access to your own individual perspective of the group AND the whole group based on the aggregated/average view from everyone.

You will also be provided with online resources to support your group to move towards an even more constructive way of working together.

Questions?

Sasha@veraison.com.au

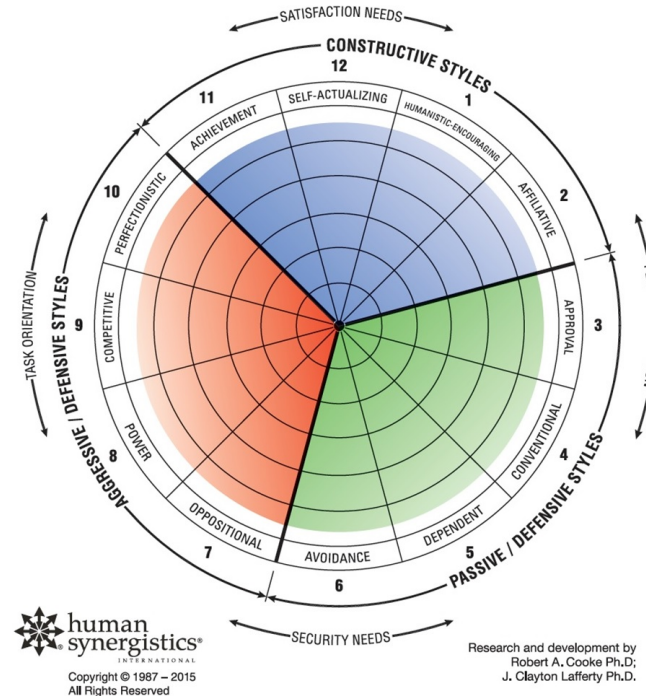
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Group Styles

Constructive Styles

- Consensus decision making
- Solutions superior to independent solutions
- High level of enjoyment & satisfaction
- View group process as a way of increasing effectiveness



Aggressive Defensive Styles

- Treat group as means for satisfying own goals
- Marginal quality solutions limited by level of expertise of those who gain control
- Impersonal, sometimes tension-ridden group process

Passive Defensive Styles

- Individual members become dominated by the group as a whole
- Lack of constructive differing, creative thinking & individual initiative
- Low level of satisfaction with solution

