Journal

**Group Formation**

This learning activity is due by Day 7.

Locate and read the article listed for this assignment titled “Groups as Systems.” Zajonc states, “Synergy can take either a physical or a mental form. The physical presence of others is often arousing, so more work is accomplished. Even ants work harder when there is more than one of them on the job” (Henman, n.d., p.2). In the mental sense, synergy forms when a type of collective intelligence and shared memory begin to develop as the group matures.

Reflect on a group experience where you noticed this shift to synergy with your group. (Some ideas: at a human services agency where you work, a different occupation, serving on a committee, a group in college, etc.) Describe this experience as vividly as possible, with plenty of detail and analysis of as many group members (in regard to their contributions to attaining synergy) that you can recall.

**This is a JOURNAL assignment which is largely different from a paper Assignment. I want you to be more free flow and reflective with this assignment than is allowed in a paper.**

This assignment should consist of 350-500 words. You are not required to seek additional sources but cite and reference the required reading in your work if you have integrated any thought, idea, or quote from the material.

Reference

Henman, L. (n.d.). Groups as systems [PDF file]. Retrieved from <http://www.henmanperformancegroup.com/articles/group-systems.pdf>

Resources

Required Text

Adams, K., & Galanes, G. (2017). [*Communicating in groups: Application and skills*](https://ashford.instructure.com/courses/67703/modules/items/3428514) *(10th ed.).* New York, NY: McGraw-Hill  
Chapter 1: Small Groups as the Heart of Society  
Chapter 2: Groups as Open Systems

Required References

Henman, L. (n.d.). Groups as systems [PDF file]. Retrieved from [*http://www.henmanperformancegroup.com/articles/group-systems.pdf (Links to an external site.)*](http://www.henmanperformancegroup.com/articles/group-systems.pdf)

Recommended References

Chang, J. (2008). The role of anonymity in deindividuation behavior: A comparison of deindividuation theory and the social identity model of deindividuation effects [Web page]. Retrieved from [*http://www.baylor.edu/content/services/document.php?id=77099 (Links to an external site.)*](http://www.baylor.edu/content/services/document.php?id=77099)

Haines, R., & Cheney Mann, J. E. (2011). A new perspective on de-individuation via computer-mediated communication. *European Journal of Information Systems, 20*(2), 156-167. http://dx.doi.org/10.1057/ejis.2010.70

Kets de Vries, M.F.R. (2013, December). The Eight Archetypes of Leadership [Web page]. Harvard Business Review. Retrieved from [*https://hbr.org/2013/12/the-eight-archetypes-of-leadership (Links to an external site.)*](https://hbr.org/2013/12/the-eight-archetypes-of-leadership)

PsyBlog. (n.d.) Social loafing: When groups are bad for productivity [Blog post]. Retrieved from [*http://www.spring.org.uk/2009/05/social-loafing-when-groups-are-bad-for-productivity.php (Links to an external site.)*](http://www.spring.org.uk/2009/05/social-loafing-when-groups-are-bad-for-productivity.php)

Tripp and Tyler. (2014). A conference call in real life [Video file]. Retrieved from [*https://www.youtube.com/watch?v=DYu\_bGbZiiQ*](https://www.youtube.com/watch?v=DYu_bGbZiiQ)