

*Patterns of interaction usually develop quite rapidly within work groups. But are the “styles” that have evolved in your groups helping them to succeed or preventing them from reaching their potential?*



## Group Styles Inventory™ (GSI)

*An assessment for promoting and reinforcing effective group styles.*

The toughest and most complex problems faced by organizations typically are assigned to teams, committees, or other types of groups. But do your groups have what it takes to make the best decisions?

### **Synergy Doesn't “Just Happen”**

Why do some groups exceed expectations while others fall short of their potential? Synergy occurs when the efforts of two or more people working interactively produce ideas, solutions, or products that surpass those produced by the same individuals working independently. Synergy is what makes a group an organizational asset.

But synergy doesn't just happen. More often, it requires paying careful, focused attention to what makes a group successful, including the interaction styles that emerge as members work together on tasks. Assessing these styles allows a group to determine what's working and what's not, as well as identify what they need to do to achieve sustainable gains in results and outcomes.

### **A Versatile Tool for Promoting Synergy in Groups**

You can put the GSI to work with any temporary or permanent group whose members solve problems and make decisions. Use it with existing project teams, cross-functional groups, or standing committees to identify strengths, as well as areas for improvement. Or use it with a new group to foster Constructive modes of interaction from the start. Alternatively, you can use the GSI with an ad hoc group to prepare members to work effectively in groups in the future.

The GSI can be administered following an actual meeting or work session or it can be used in conjunction with one of HSI's simulations (see pages 42 to 54). Because it is based on the same Circumplex model as the LSI (p. 14), L/I (p. 28), and OCI (p. 56), it can serve as the team-level component of a comprehensive, multi-level organizational development program.

#### PRODUCT APPLICATION

##### **Use the GSI to:**

- Reinforce team-building efforts
- Promote Constructive behaviors and synergistic decision making within groups
- Improve the quality of team decisions
- Increase members' satisfaction with their teams, as well as their teams' solutions
- Integrate team development with individual, leadership, and organizational development

Put Your Teams to the Test

How the GSI Works

**Describe Interaction Styles**

You can administer the GSI immediately following a group meeting or work session or after groups complete a simulation (but before they receive the answers). The GSI asks members to describe how they worked together and approached the task by responding to a set of 72 brief questions. Members' responses to the survey reflect their perceptions of the patterns of behavior or "styles" that were exhibited by the group.

**Plot the Results**

Members can score and profile their own results, as well as average together their results to create a group profile. Differences between individual profiles reflect differences in the impact that the group is having on individual members. The group's composite GSI profile reveals its dominant, as well as its weakest, styles.

**Identify Targets for Change**

Some of the styles measured by the GSI are Constructive and associated with high quality solutions, member satisfaction, and time effectiveness. Other styles are Defensive, counter-productive and associated with inconsistent or poor performance, low member satisfaction, and inefficient use of time. Thus, the GSI will tell members what styles they need to change in order to maximize their group's effectiveness.

**Modify Styles to Improve Performance**

The GSI *Participant Guide* provides a number of suggestions for practicing and developing more Constructive styles (and reducing Defensive tendencies). The two-step process outlined in the *Guide* helps groups to identify appropriate improvement strategies and translate them into specific actions for implementation.

**Monitor Progress**

Once teams have had an opportunity to implement their strategies for change, they should complete the GSI again (after another work-related meeting or simulated problem-solving session). Re-administration of the GSI reinforces and supports team-building efforts by providing groups with feedback on the effectiveness of their improvement strategies in relation to their performance.

Please refer to the back of the catalog for the Pricing Guide.

**Group Styles Inventory™ (GSI)**

**PARTICIPANT MATERIALS**

**GSI Kit**  
DI 49107  
Includes one GSI Inventory and one Participant Guide.

**GSI Inventory Only**

DI 49101  
**GSI Kit with Simulation**  
DI 49108  
In effect only when you purchase the GSI Kit in the same quantity on the same order as your business or survival simulation purchase.

**GSI Scoring Supplement (one per team)**

DI 49102  
Streamlines the process of GSI scoring and averaging individual results to create a composite profile.

**FACILITATOR MATERIALS**

**GSI Leader's Guide**  
DI 49110  
Help your teams to achieve the best results from the GSI process.

**GSI Transparencies**

DI 49112  
Set of 11 attractive, full color transparencies assists with GSI scoring and debriefing of results.

**GSI PowerPoint® Presentation**

DI 49116  
Set of 12 full-color slides assists with GSI scoring and debriefing of results.

**GSI Flipchart Pad**

DI 49115  
The GSI circumplex on 25 large sheets for easy profiling and display.

**Facilitator Tip:** Get all the help you need to conduct a development program that effectively integrates use of an HSI Simulation with the GSI. The GSI Leader's Guide includes a special step-by-step section on administrating, scoring, and debriefing a combination simulation/GSI program.

**Get the GSI/Simulation Combo and Save!**  
Take advantage of special pricing when you purchase both the GSI and a simulation! Choose the best HSI Simulation for your organization. See pages 42-54.

SPECIAL PRICE

