

## TOPIC: GROUP SIZE AND STRUCTURE

### Group Size

♦ **Georg Simmel** (1858 –1918) believed that group \_\_\_\_\_ is an essential factor of a group's dynamic.

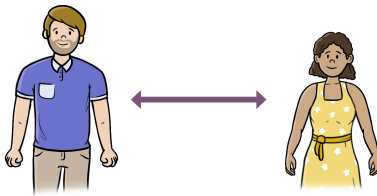


**Note:** *Stability* in this context refers to the continued \_\_\_\_\_ of a group.

#### Dyad

Group with \_\_\_\_ people - \_\_\_\_ relationship.

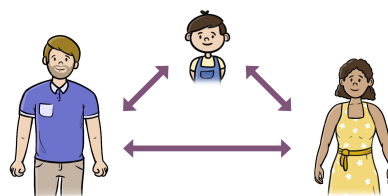
- Highly intimate and emotionally intense.
- Highly unstable.



#### Triad

Group with \_\_\_\_ people - \_\_\_\_ relationships.

- Intimacy still relatively high.
- More stable than a dyad.



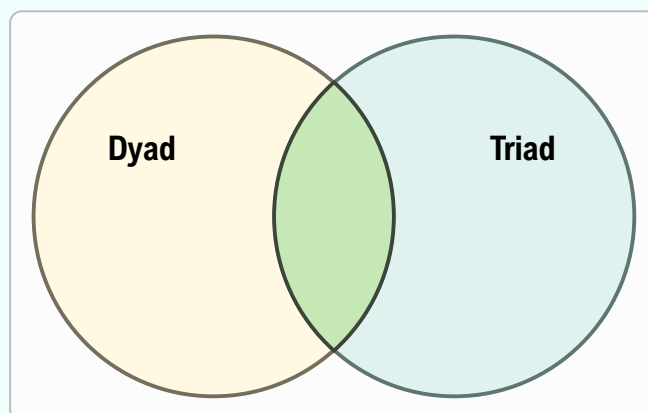
As groups get larger, the number of relationships increases rapidly.



- Tends to \_\_\_\_ stability.
- Tends to \_\_\_\_ intimacy.

### EXAMPLE

Sociologist Georg Simmel focused heavily on the dynamics of dyads and triads. Based on what you know about his observations, fill in the Venn diagram using the words and phrases in the gray box.



- a) Group with 3 people.
- b) Group with 2 people.
- c) Fairly high intimacy.
- d) Contains 1 relationship.
- e) Highly unstable.
- f) Contains 3 relationships.
- g) Increasing stability.

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### Leadership

- ◆ Formal leadership is common in \_\_\_\_\_ groups (ex: workplace).
- ◆ Sociologists study leadership *function* and *style*.
- ◆ **Leadership Function:** The main goal, or function of the leader. Can be **instrumental** or **expressive**:
  - **Instrumental Leaders:** Focus is on completion of \_\_\_\_\_ and tasks.
  - **Expressive Leaders:** Focus is on group \_\_\_\_\_ and well-being of group members.
- ◆ **Leadership Styles:** \_\_\_\_\_ of behavior reflecting how leaders make decisions and interact with the group.

Democratic	Authoritarian	Laissez-Faire
Tend to be <b>expressive</b> .	Tend to be <b>instrumental</b> .	Allow group to _____-manage.
Encourage ____ group participation.	Discourage group participation - makes decisions _____.	Works well in highly motivated groups, but _____ risk of group dysfunction.
Focus on group consensus.	Demands that group _____ orders.	
Often popular with the group.	Often less popular with the group.	
Decision making can be _____.	Decisions made _____.	
_____ of these styles can be successful, depending on the circumstances.		

### EXAMPLE

Megan is considered by her staff to be an authoritarian leader. Trish is considered a democratic leader. Match the phrases in the box to either Megan or Trish, depending on how you would expect them to behave.

**Megan**



**Trish**



\_\_\_\_\_

\_\_\_\_\_

- a) Focus tends to be **expressive**.
- b) Makes decisions alone.
- c) Emphasizes the importance of group consensus, even if it slows things down.
- d) Not very socially popular with the staff.
- e) Focus tends to be **instrumental**.
- f) Popular with staff – enjoys socializing.
- g) Tends to make decisions swiftly.

## **TOPIC: GROUP SIZE AND STRUCTURE**

### **PRACTICE**

Which leadership style is most likely to result in high levels of productivity, at the risk of possible group tension or social dissatisfaction?

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- a) Democratic leadership.
- b) Expressive leadership.
- c) Authoritarian leadership.
- d) Laissez-faire leadership.

### **PRACTICE**

True or False; if false, chose the answer that best corrects the statement.

Any leadership style can be successful and lead to good outcomes, under the right circumstances.

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- a) True.
- b) False; Research suggests that democratic leadership always leads to higher levels of productivity.
- c) False; Authoritarian leadership consistently leads to the best outcomes.
- d) False; Democratic and authoritarian leadership are about equal, but laissez-faire leadership never leads to good outcomes.