



## Roles in Groups

*“Each group and team is defined by its individuals. Knowledge about different roles enables everyone to interact in the most appropriate and constructive way for each situation”*

*(Stania/Schnell)*

There are not only differentiations in types of groups but also types of roles. Below you find an overview of psychological, group-dynamic and functional group-roles.

<b>Psychological Roles</b>	<b>Group Dynamic Roles</b>	<b>Functional Roles</b>
This type of role describes behaviour based on its psychological nature. Such a role can also be called a character-role since they are often reflective of a person's inherent nature	These types of roles describe how individual members of a group impact the goals, values and topics and the way they interact with the others. These roles become visible in the group dynamic. The group dynamic roles make it clear who influences the group in which way, who gets which level of attention etc.	This type of role describes the specific function of a group member. Such a role is a combination of social behaviour, tasks to complete and general responsibilities. Often this role is defined or assigned up front. The functional role determines task distribution and the contribution of each team member.
Typical psychological roles include: The Fair, the Hardworking, the Clown, the Disputer	Typical group-dynamic roles include: The Leader, the Follower, the Scapegoat, the Outsider, the Supporter, the Critic	Typical functional roles include: The Organizer, the Developer, the Observer, the Analyzer, the Supporter, the Executor

Source/Literature:

**STAHL**, Eberhard (2010): Dynamik in Gruppen. Handbuch der Gruppenleitung. 2. Auflage. Beltz Verlag. Weinheim.