I. Whenever two people are communicating there are at least six people involved
   A. Who you think you are
   B. Who you think the other person is
   C. Who you think the other person thinks you are
   D. Who the other person thinks he or she is
   E. Who the other person thinks you are
   F. Who the other person thinks you think he or she is

II. Group dimensions
   1. **Task dimension**: work performed by group, its impact on the group
   2. **Social dimension**: relationships between members in group and their impact on group as a whole
   3. There is a close relationship between productivity and cohesiveness
      A. Productive groups tend to be cohesive (group accomplishment creates positive feelings)

III. Maslow’s hierarchy of needs
   1. **Survival needs**:
      A. Physiological Needs
      B. Safety Needs
   2. **Relational needs**:
      A. Love, Affection, Belongingness Needs
      B. Esteem Needs
3. **Control needs**
   A. Need to Know

   B. Aesthetic Needs

4. **Growth needs**
   A. Self-Actualization Needs

   B. Transcendence

**IV. Group Formation stages**

1. **Forming** – (social) **Primary tension**: first meeting in group

   A. **Secondary tension**: having to make group decisions—disagreements

2. **Storming**—define status, roles

3. **Norming** - regulating the group

4. **Performing**: Group Output
Guidelines for Developing a Team

1. Get to know one another.

2. Look for ways to connect members.

3. Start to develop a vision.

4. Help the group develop its own character.

5. Make the team safe for participation.

6. Discuss phases as the team goes through them.

7. Develop transactional and task processes.

8. Celebrate the team and its accomplishments.