Improving Group Climate

Ch. 5

I. Competition vs. Cooperation in Small Group Communication

1. **Competition**: Mutually exclusive goal attainment. One person/group has a goal that can’t be met if the other person/group achieves their goal.

2. **Cooperation**: Mutually inclusive goal attainment

   A. Putnam: “In cooperative climates, decision outcomes emerge from coping effectively with differences of opinion, personality clashes, and rival alternatives for courses of action. Group supportiveness, commitment, and interdependence constitute the content themes of cooperative climates.”