

**COURSE:** Communication in Small Groups and Teams

**INSTRUCTOR:** Dr.Carolina Webber

**COURSE COMPLETED:** Spring2014

**ASSIGNMENT TITLE:** Group Project

**ASSIGNMENT PROJECT DESCRIPTION:** According to the course syllabus. The purpose of this assignment is to allow students to apply group decision-making and problem solving techniques as they conceptualize and develop a project for eventual presentation to the class. I will assign students to a group. Students will be granted creative latitude for designing this project; however all projects must receive my approval before presentation to the class. All group members will receive the same grade for group related assignments.. Presentations must be 40-55 minutes in length.

**REFLECTIONS** For this assignment my group and I, who consisted of myself Ashley T, Brenda B, Ellie H and Joanna F had the option of choosing between 3 final presentation options. We chose to create an informative research presentation on the **Model of Small Group Socialization in Organizational Communication**. The first option being a creative instructional presentation. In which we had to create a 10 minute instructional presentation illustrating a concept from class.

This assignment shows that I can cooperate well with people that may be different than myself in order to complete a task. What I learned through the completion of this project is that I can successfully work with people that are different myself and successfully compromise in order to complete a task. I believe being able to work and cooperate with people that are different than me, as well as being able to compromise will help me in my future career. In that today's work place is very diverse, with people of different ages, and nationalities. So I feel being able to compromise will go a long way in helping me be a success in my future career.

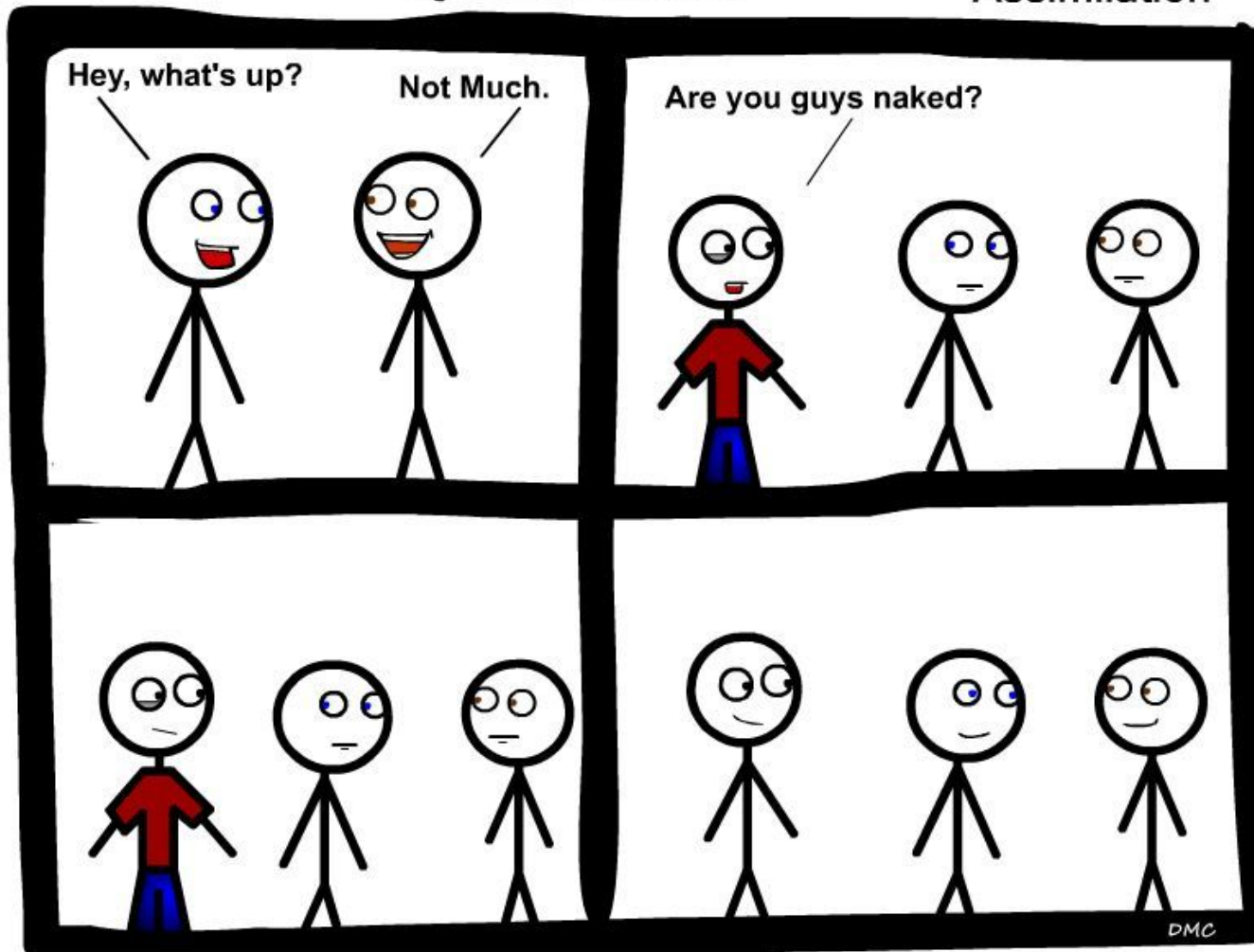
“No one would talk much in society if they knew how often they misunderstood others.”

Johann Wolfgang von Goethe

## Shorts

By Darion Conwell

"Assimilation"



# MEMBER SOCIALIZATION IN THE WORK PLACE

Carolyn Anderson's "Model of Small Group Socialization"

Presented by:

Ashley T

Brenda B

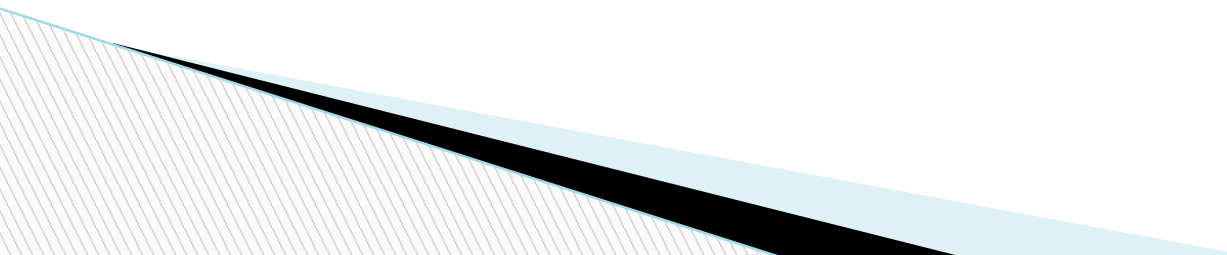
Cosmin Catavei

Ellie H

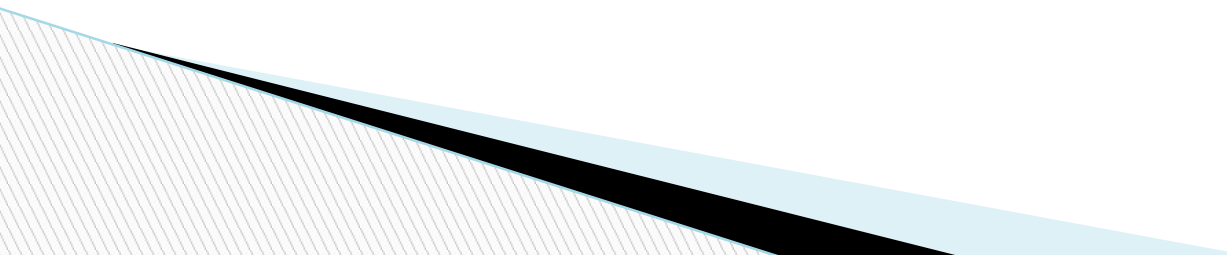
Joanna F



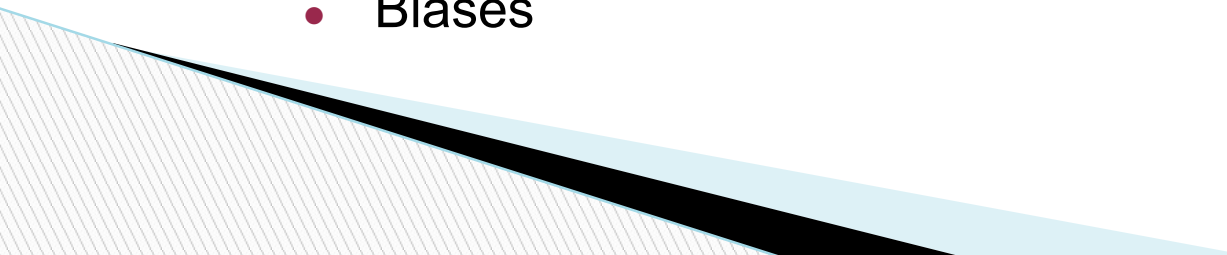
# How Do Members Assimilate Into A New Organization Or Setting?

- ❑ They learn about the inner workings of an organization through interactions with fellow co-workers.
  - ❑ They learn how to perform tasks that make them valuable to that organization.
  - ❑ They learn about the social culture of the organization.
  - ❑ They learn the rules of that workplace.
  - ❑ They learn the norms of their fellow co-workers
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# The Phases

- ❑ Antecedent
  - ❑ Anticipatory
  - ❑ Encounter
  - ❑ Assimilation
  - ❑ Exit
- 

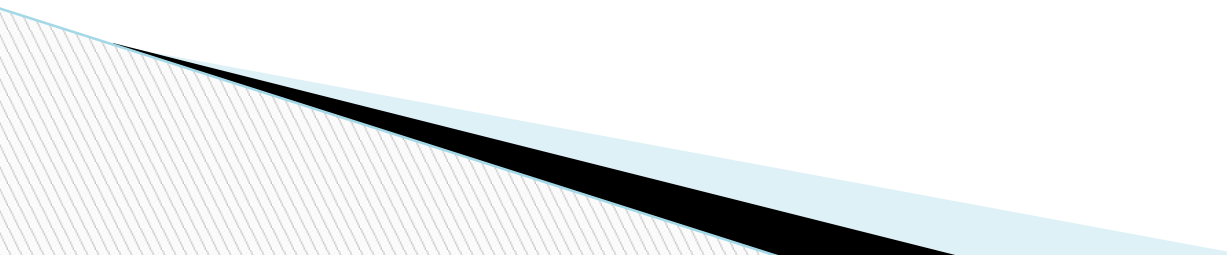
# Antecedent Phase

- ❑ Group Members Bring A “Library Of Experience” to Groups
    - Beliefs
    - Attitudes
    - Communication Traits
    - Personality Traits
  
  - ❑ Positive and negative feelings develop toward group work due to personal experiences or experiences shared by others (ie: family, work, and school)
  
  - ❑ Group Culture – Age, race, and sex impact a group’s composition and member acceptance
    - Appearance
    - Background
    - Biases
- 

# Anticipatory Phase

- ❑ Individuals develop preconceived expectations about group membership and each group member
  - ❑ Existing groups
  - ❑ Zero history groups
  - ❑ Social
  - ❑ Task
- ❑ Group experiences can be stressful if expectations are not met
- ❑ Groups that come close to meeting expectations will achieve successful socialization

# Encounter Phase

- ❑ Group Members First Meet
  - ❑ Introduce Each Other To The Group
  - ❑ May Set Up Norms For The Group
  - ❑ Group Roles May Emerge
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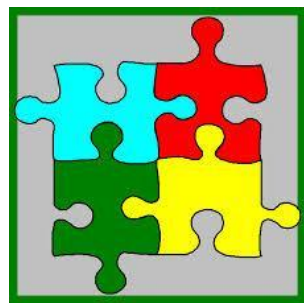




# Assimilation Phase



- ❑ Members accept established group culture
- ❑ Identify with the group and its goals
- ❑ Wants to see the group succeed
- ❑ Identify with group members





# Exit Phase

- ❑ Members leave the group at the completion of the task
- ❑ Members may retain relationships after group disbandment
- ❑ This can happen at anytime during all phases due to lack of psychological involvement
- ❑ Individuals who exit a group should give prior advance notice of leaving to assist with a smooth transition and maintain a relationship with the group after leaving



# “Difference Matters” Functionalist vs Critical/ Feminist view



**Functionalist**- view individuals of a job as interchangeable parts.

**Critical/ Feminist**-  
Difference Matters!



The functionalist view sees This is like a jigsaw puzzle. All pieces come together as part of the whole to complete the image. A functionalist's views only the coming together of the pieces.



The Critical/ Feminist view is like a spider and its web. The web is an enabler that allows the spider to move to new heights it couldn't reach before. Individuals make up the organization, but act like it was there all along. The spider creates the web but is a part of it too.



# Longitudinal Studies

- Pre-entry (antecedent, anticipatory) through Post exit (encounter, assimilation)

- “Molding”



In group vs. out group and contradicting identities.







# "Tabula Rasa"



- Two Sides of the blank slate
- new comer & the in-group member
- Set of perceptions,  
experiences, prejudges  
and biases
- \* Bring then into new experiences.

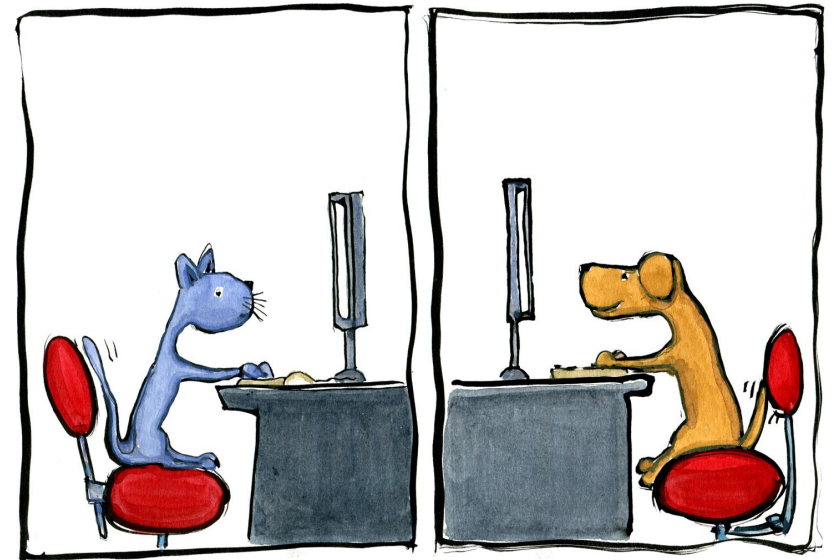


# Socialization and online groups

- Three proactive socialization strategies

newcomers use:

- Group-oriented membership
- Identity-oriented membership
- Information requests



By Frits Ahlefeldt

Often increases newcomers' participation in groups

# Technology & Newcomer Socialization

- ❑ Communication Technologies are changing the evolution of organizational socialization.

- ❑ Newcomers seek three basic types of information:

- 1) Referent information
- 2) Appraisal information
- 3) Relational information



- ❑ Newcomers need correct amount, relevant, and accurate information

- ❑ Company Intranets & Websites are good resources



# Benefits of Technology for Newcomer Socialization

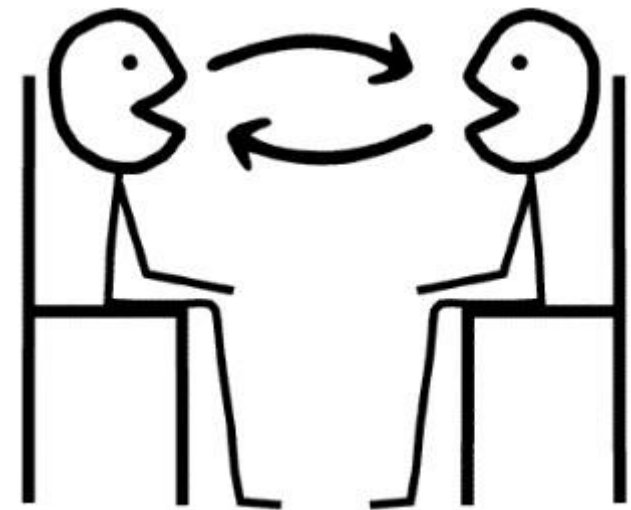
- ❑ Faster
- ❑ Saves time and money
- ❑ Manage high uncertainty and communication apprehension
- ❑ Ability to ask questions without embarrassment
- ❑ Reaches a wider range of organization members than traditional methods
- ❑ Newcomers exhibit a greater sense of information competence



# Can Technology Replace Face-to-Face Socialization?

## ❑ Why are interpersonal relationships necessary?

- Acceptance in the workplace
- Conflict and resolution
- Important for learning implicit rules
- Persuasion and problem solving



## ❑ Migratory knowledge (policies, written procedures) can be shared electronically

## ❑ Embedded knowledge (social and normative procedures) is better relayed through interpersonal communication

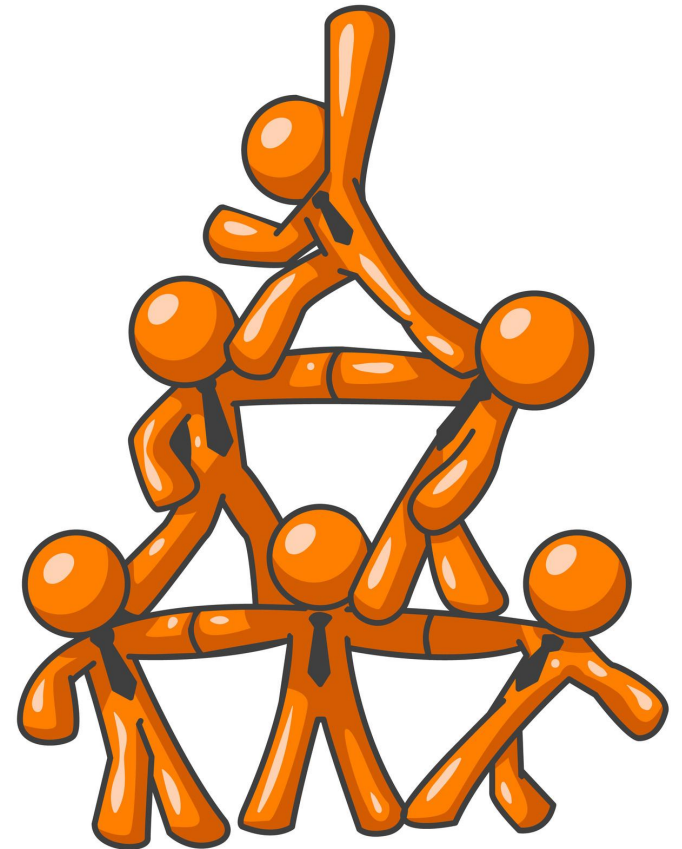
# Organizational vs. Member Assimilation

- Organizational assimilation focuses on newcomers' successful task performance and normative social behaviors for the organization
- Member assimilation is not about just fitting in with the formal expectations of the organization, but the connection made with the members of the organization as well



# Interdependence

- Trustworthiness creates cohesion and commitment among high stress careers
- Involvement and acceptance can play an important part in the dedication to the group.
- Assimilation practices may not be the same even for homogeneous groups.



# Individual-level influences

- Influences on Individual Assimilation Processes
  - Organizational tenure
  - Job competency
  - Acculturation



# “Learning the Ropes”

- ❑ Black Feminist Standpoint Analysis
- ❑ Standpoint Theory
- ❑ Brenda Allen’s Experiences
- ❑ People in the workplace can relate to Allen’s standpoint







**THE END**