

# Group Dynamics.







“The greater the loyalty of a group toward the group, the greater is the motivation among the members to achieve the goals of the group, and the greater the probability that the group will achieve its goal.”

- Rensis Likert

# Definition:

**Group dynamics is a set of behavioural and psychological processes that occur within a small group. It refers to the “nature of groups, the laws of their development, and their interrelations with individuals, other groups, and larger institutions” (Cartwright and Zander, 1968).**

## 1. Building Trust

### a. Teach gospel of confession and forgiveness

i. “If we claim to be without sin, we deceive ourselves and the truth is not in us. If we confess our sins, he is faithful and just and will forgive us our sins and purify us from all unrighteousness.”

1 John 1:8-9 NIV

### b. Leader embodies the goals of the group:

- i. Punctual
- ii. Prepared
- iii. Reading the bible
- iv. Open and honest

### c. Establish confidentiality in the group

### d. Building friendships outside the group time/informal gatherings

*“This is the message we have heard from him and declare to you: God is light; in him there is no darkness at all. If we claim to have fellowship with him and yet walk in the darkness, we lie and do not live out the truth. But if we walk in the light, as he is in the light, we have fellowship with one another, and the blood of Jesus, his Son, purifies us from all sin.”*

1 John 1:5-7 NIV



# 2. Conflict Resolution

## a. What is the source of conflict?

- i. Personality clash
- ii. Different goals and expectations
- iii. Different beliefs and values
- iv. Power struggles

## b. How is the group/individual responding to the conflict?

- i. Denial
- ii. Fight to win
- iii. Avoidance
- iv. Compromise
- v. Go into their shell/capitulate

## c. Encourage Godly attitudes and behaviours, see it as opportunities for growth and sanctification (discipleship).

## d. Leader to check themselves if they are contributing to the issue.

## e. Be open and honest about frustrations

## f. Be generous with patience and forgiveness

## g. Repentance of sin if necessary

## h. Look for mutually beneficial solutions



*"Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work."*

*Ephesians 4:15-16 NIV*





## 3. Ground Rules

- a. Conversation Etiquette
- b. Aims and goals of the group
- c. Articulate the desired culture of the group. The leader demonstrates this and is consistent (see Video and supporting documentation on Culture in Small groups).

*“A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another.”*  
*John 13:34-35 NIV*

## 4. Group Discussions

- a. Who are high and low frequency contributors?
- b. How do you involve the quiet person?
- c. How do you engage the gifts of the loud person but not overbear the group?
- d. Which members influence others? Who can get others to listen to them?
- e. Do some members move in and out of discussions? Do they get distracted?
- f. Who talks to whom? Why?

*“Let us hold unswervingly to the hope we profess, for he who promised is faithful. And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.”*  
*Hebrews 10:23-25 NIV*