

EXPLORING QUESTIONS ABOUT GROUP NEEDS – PAGE ONE

(Based on Bellman & Ryan’s book, *Extraordinary Groups*, Jossey-Bass, 2009)

NEED	QUESTIONS FOR YOU	QUESTIONS FOR YOUR GROUP
<p>OUR SELF: The Need for Self-Acceptance</p>	<ul style="list-style-type: none"> • How do you assess yourself at this time— strengths are areas to develop? • What do you readily accept about yourself? How does that affect your behavior with others? • What do you have difficulty accepting about yourself? How does this affect your behavior? • What can others do that would encourage you to accept yourself? 	<ul style="list-style-type: none"> • What could this group do to help members get a more accurate sense of themselves? • What could this group do to encourage members to accept themselves? • What are examples of behavior in our group that would tell us that our members accept themselves? • What are we doing that might make it harder for individual members to understand or accept themselves?
<p>OUR SELF: The Need to Stretch Toward Potential</p>	<ul style="list-style-type: none"> • What kind of person do you want to become over the next few years? • How does what you want to become fit with who you currently are? • How does the difference between who you are and who you are becoming affect what you do? • What are you currently doing that moves you toward your potential self? 	<ul style="list-style-type: none"> • How could we learn more about how group members see their potential? • How could we support others as they grow toward their potential? • When we support individuals in their growth, what is the likely impact on our group? • How might individual potential relate to group potential?
<p>OUR GROUP: The Need to Bond</p>	<ul style="list-style-type: none"> • How important is it for you to work with others in this group? Why? • What have you done to connect with other group members? • What do you do with other group members to reinforce your connection to them? • What is your unique contribution to this diverse group? 	<ul style="list-style-type: none"> • How important is being a cohesive unit to our work together? • What have we seen other groups do that has joined members in ways that went beyond just working together? • What have we done in the past that has helped this group become a more cohesive unit? • What more do we want to help this group become more cohesive?

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NEED	QUESTIONS FOR YOU	QUESTIONS FOR YOUR GROUP
OUR GROUP: The Need for Purpose	<ul style="list-style-type: none"> • How does this group’s purpose link to your own? • How does this group’s purpose affect your motivation to contribute? • Among all your other priorities, how important is this group’s purpose to you? • How do you communicate your motivation for being here to others in the group? 	<ul style="list-style-type: none"> • What do we do together that assures us we share a common purpose? • How confident are we that every member of this group understands and is committed to our group purpose? • How inspiring is our shared purpose? • Are there things we can talk about or decide that would make our purpose more inspiring?
OUR WORLD: The Need to Understand and Face Reality	<ul style="list-style-type: none"> • What is your sense of the reality that surrounds this group? • How able are you to accept that reality and act within it? Are there aspects that you deny? • How does that reality affect how you behave? • How have you expressed your sense of that reality to others in the group? 	<ul style="list-style-type: none"> • What have we done recently that assures us we understand the larger reality surrounding us and what we want to do together? • How well do we accept the necessity of accepting current reality in order to better deal with it? • How do our plans acknowledge the realities the group faces? • What is the effect of the current reality on our motivation?
OUR WORLD: The Need to Impact	<ul style="list-style-type: none"> • How does the impact this group wants to make link to what is important to you? • What can you accomplish through this group that you cannot accomplish alone? • What do you do because you are in this group that increases your impact on the world? • How can you help other group members increase their impact? 	<ul style="list-style-type: none"> • How much do we collectively care about making a difference in our world through this group? • Why do we need each other to accomplish what we intend to do? • What other advantages do we have in trying to impact our world together? • How will we know when we’ve achieved our desired impact?