MEMBER ROLES WITHIN GROUPS

ROLES INVOLVING TASK FUNCTIONS -

Different members may assume different roles at varying times.

**Initiator**: involves proposing new ideas, new directions, new tasks, new methods.

**(not facilitator)**

**Elaborator**: involves expanding on existing suggestions, developing further meaning to the group's.

**Evaluator**: involves critically evaluating ideas, proposals, and plans, examining the practicality of proposals, the effectiveness of procedures.

**Coordinator**: involves helping to pull ideas and themes together, to clarify suggestions that have been made, to help various subgroups work more effectively together toward their common goals.

ROLES INVOLVING GROUP MAINTENANCE FUNCTIONS

**Encourager**: involves offering praise and agreement with other members; involves communicating acceptance of others and their ideas and an openness to differences within the group.

**Harmonizer**: involves mediating conflicts and disagreements that crop up, trying to relieve or reduce tension within the group.

**Compromiser**: involves seeking a position between contending sides, seeking a compromise that all parties can accept.

ROLES INVOLVING PRIMARILY PERSONAL, INDIVIDUALISTIC FUNCTIONS

**Aggressor**: involves acting negatively, with hostility toward other members, denigrating others' contributions, attacking the group and its members.

**Recognition-seeker**: involves efforts to call attention to one's own activities, to boast, to redirect things toward oneself.

**Help-seeker or confessor**: involves using the group as a vehicle either to gain sympathy or to accomplish personal insights and personal satisfactions without consideration for others or the group as a whole.

**Dominator**: involves asserting authority and seeking to manipulate others so as to be in control of everything that happens.