

## 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.