



Positive.....Negative.....Forward.....Backward

SYMLOG DIMENSIONS

(Ragg, 2010, Garvin 2011-2012)

| DYNAMIC | DESCRIPTION | GRAPHING |
|---------------------|--|--|
| F = Forward | The member is task focused and goal oriented. They are trying to move the work of the group forward. | Members are placed on the graph based on their approximate forward or backward contribution concurrent with their positive or negative energy. |
| B = Backward | The member is more emotionally focused and diverts the group into personally focused discussions rather than promoting work. | |
| P = Positive | The member maintains a positive and encouraging attitude toward the material on the table and relationships among the members. | Members are placed on the graph based on their positive or negative energy concurrent with their forward and backward contribution. |
| N = Negative | The member is negative or hostile toward the material on the table and other members in the group. | |
| U = Upward | The member seeks to impose their views or desires on the rest of the members in a dominating manner. | Levels of upward dominance are indicated by the size of the circle used to draw the member with very dominant members having the largest circle and followers small. |
| D = Downward | The member is lead by others in the group and acquiesces to peoples' opinions. | |

NOTE:

When scanning the group monitor the energy that each member is contributing to the group and how they respond to the material placed on the table. Track the energy using the three dimensions then use the graph to depict how the members comprising the group are oriented to each other.

Based on the mapping of the group members it is possible to identify strategies for responding to problems or dynamics in the group. Develop a plan for moving individual members in different directions to accomplish better-balanced group energy.