

SWRK 409

GROUP ROLES REFERENCE GUIDE

(Ragg, 2010, Garvin, 2011-2013)

ROLES THAT PROMOTE TASK ACCOMPLISHMENT

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|-----------------------|----------------------------|
| 1. Diagnoser | 9. Consensus Seeker/Tester |
| 2. Initiator | 10. Summarizer |
| 3. Acceptor | 11. Direction Giver |
| 4. Information Seeker | 12. Reality Tester |
| 5. Information Giver | 13. Historian |
| 6. Clarifier | 14. Indigenous Leader |
| 7. Energizer | 15. Evaluator |
| 8. Coordinator | 16. Collaborative Leader |

ROLES THAT MAINTAIN GROUP FUNCTIONING

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|---------------------|---------------------|
| 1. Harmonizer | 9. Process Observer |
| 2. Gate Keeper | 10. Active Listener |
| 3. Encourager | 11. Trust Builder |
| 4. Compromiser | 12. Mediator |
| 5. Standards Tester | 13. Re-Framer |
| 6. Follower | 14. Re-flector |
| 7. Tension Reliever | 15. Cheer-leader |
| 8. Barometer | 16. Need Identifier |

ROLES THAT ARE DESTRUCTIVE

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|----------------------|------------------------|
| 1. Blocker | 9. Dominator |
| 2. Obstructor | 10. Playboy |
| 3. Mistruster | 11. Lobbyist |
| 4. Attention Seeker | 12. Abstractor |
| 5. Isolate | 13. Complainer |
| 6. Digresser | 14. Moralizer |
| 7. Aggressor | 15. Shocker |
| 8. Validation Seeker | 16. Expert Adviser |
| | 17. James Dean/Gangsta |