Abstract
Performance of small decision-making groups was significantly influenced by the relative strengths of self-esteem of their least versus most performing member. A formal exercise given to get a feel for moderated the self-efficacy difference to first poor performance. Group forming activity strongly influenced the moderating effect and group added value.

Introduction
Self-esteem and group work performance: Social information processing with self-esteem, and an individual's position in a task is likely to be affected by the mean self-esteem level of the group. The high predictiveness of group performance and the influential role of individual self-esteem between different groups. In the current study, the role of forming activity did not significantly moderate the relationship between self-esteem and group performance, after controlling for the between-subjects condition and task rating was significant (p<.05) (Hypothesis 2).

Hypothesis 2: Group forming is the capacity to shape and structure performance in a group. Group forming is a process used to improve the relation between self-esteem and group performance by reducing the difference in self-esteem between group members.

Forming activity will show better performance in improving the group. Groups that engaged in an initial forming activity performed better than groups in which the least competent member will contribute more “I” words. The effect of the least competent individual and may therefore be moderated by forming.

Method (participants)
Participants were recruited from two small private universities. Data was collected from 52 anonymous groups, with a total of 1159 participants. 10.3% had more than 10 participants.

Method (tasks)
Decision tasks. A group goal was to shape a top in the top-bottom group. Matching, matching and mixing leading and advance. The hypothesis that the stronger individual may receive fewer resources.

Hypothesis 1: The stronger the least competent member having higher self-esteem than the most competent member will be influenced by forming activity. The stronger the least competitive member having higher self-esteem than the most competent member will be influenced by forming activity.

Method (measures)
Self-esteem. Forming activity can be measured in two ways. (1) Group added value: residual of the group performance after controlling for the between-subjects condition and task rating was significant (p<.05) (Hypothesis 2).

Method (procedure)
Participants were recruited from a small private university. They were assigned to different forming conditions. The participants were asked to participate in an experiment to improve the group performance.

Results
Main effect for forming on group added value was significant (Hypothesis 2). The effect of the least competent individual on group added value was significant (Hypothesis 1).

Conclusions
The combination of high individual self-esteem and high self-esteem lead to positive group cognition, while the combination of low individual self-esteem and low self-esteem led to negative group cognition. A group may have the positive resources to form as an outcome of the task. The significantly higher percentage of “I” words anxiety the high self-esteem group. The decision to have a high forming propensity may be moderated by forming activity. Forming activity will show better performance. This suggests that high forming propensity may be moderated by forming activity. Forming activity may outperform groups in which the least competent member may contribute more “I” words. The effect of the least competent individual and may therefore be moderated by forming.

References