Recent research on group performance has focused on the impact of group member expertise and individual-level attributes. This study extends previous research by examining the impact of group member expertise and agreeableness of the minority opinion on group decision making. The minority opinion member is defined as the person whose opinion differed from the dominant opinion. Hypotheses were developed to examine the role of minority opinion member's expertise and agreeableness in group decision making.

**Hypothesis I:** Groups where the minority opinion member has the least task expertise will perform better than all other groups.

**Hypothesis II:** Groups where the minority opinion member is more agreeable than the member with the most expertise will perform better than all other groups.

**Hypothesis III:** There was a significant interaction between Minority Opinion Member's expertise and agreeableness (F(1, 73) = 6.53; p < .01).

Group added value. Output is measured by the absolute change in decision quality from the first task to the second task. Group added value is the value added to the decision by group processes. Group added value is the difference between the two rankings. Difference scores were calculated for each item and then summed to determine a decision quality score. These scores were then reverse ranked and standardized (z-scores) so that higher scores reflected greater decision quality.

**Method**

Participants were undergraduate psychology students. Instructive for their involvement in the study, participants received extra credit in the psychology course and a monetary award (all for the individual and £5 for each member of the group) that would motivate the team to achieve a better result. The mean age of the participants was 20.7 years. Additionally, the mean age was 20.7 years.

**Design**

Two experimental manipulations were implemented: Framing and Feedback. For the Framing manipulation, participants were randomly assigned to one of two conditions. Framing or No Framing. In the Framing condition, the individual-level performance measure of each group member was displayed on a task-by-task basis. Each member of the group received a personal performance measure publicly. This manipulation was designed to elicit a competitive environment. In the No Framing condition, no individual-level performance measures were shared. Participants were asked to vote for the group member they believed would perform the best in the task (5-point Likert scale, 1 = not at all, 5 = extremely). The mean accuracy was 1.9 points.

**Procedure**

After giving informed consent, participants completed questionnaires assessing self-esteem. Next, depending on the experimental condition, participants either engaged in the first task or read a brief paper on the stages of group development. After giving informed consent, participants completed questionnaires assessing self-esteem. Next, depending on the experimental condition, participants either engaged in the first task or read a brief paper on the stages of group development. After giving informed consent, participants completed questionnaires assessing self-esteem. Next, depending on the experimental condition, participants either engaged in the first task or read a brief paper on the stages of group development.

**Results**

Hypothesis I. There was a significant increase in the performance of group member expert and not with expert members. Hypothesis II. There was a significant interaction between Minority Opinion Member's expertise and agreeableness (F(1, 73) = 6.53; p < .01).

**Discussion**

Minority opinion member’s influence on group decision making varies depending on the minority opinion member’s expertise and competence in the task. The impact of minority opinion member’s expertise and competence on group decision making depends on how individual personality traits can influence group performance. The current study demonstrates how these characteristics can influence group processing. We recommend future research on how individual personality traits can influence group performance.