Self-Monitoring, Expertise, and Feedback as Predictors of Group Decision Making Performance
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**Abstract**
Self-monitoring is a critical construct in group process and group decision making. Self-monitoring is defined as an individual's ability to perceive their own input, as well as to perceive and accurately interpret others' input. The purpose of this study was to examine the effects of self-monitoring relative to expertise on group decision quality. Participants completed two different decision making tasks; participants completed the first task, and then they were randomly assigned to either a forming activity or a feedback activity. Results suggest that the effects of self-monitoring relative to expertise on group decision quality were not moderated by forming or feedback. Forming may establish a norm of sharing, enhance trust, cohesion, and collaboration. Future research could examine the effects of self-monitoring relative to expertise on group decision quality over and above the contributions of group added value.

**Introduction**
Groups perform a wide variety of functions including organizing and carrying out specific tasks, accomplishing goals, and making decisions. Therefore, understanding how groups make decisions is crucial, as decision quality will determine the success or failure of a group. Among the factors that influence group decision quality are group member expertise, feedback, forming, and self-monitoring. Groups that experience a forming activity may be more likely to demonstrate greater evaluation of ideas, greater group added value, and group decision quality. Forming may establish a norm of sharing, enhance trust, cohesion, and collaboration. Inappropriate behavior causes negative interaction. Inappropriate behavior causes negative interaction. Inappropriate behavior causes negative interaction.

**Methods**
Groups were randomly assigned to either a forming activity or a feedback activity. Participants completed two different decision making tasks; participants completed the first task, and then they were randomly assigned to either a forming activity or a feedback activity. Results suggest that the effects of self-monitoring relative to expertise on group decision quality were not moderated by forming or feedback. Forming may establish a norm of sharing, enhance trust, cohesion, and collaboration. Future research could examine the effects of self-monitoring relative to expertise on group decision quality over and above the contributions of group added value.

**Results**
The results suggest that the effects of self-monitoring relative to expertise on group decision quality were not moderated by forming or feedback. Forming may establish a norm of sharing, enhance trust, cohesion, and collaboration. Inappropriate behavior causes negative interaction.

**Discussion**
Self-monitoring is a critical construct in group process and group decision making. Self-monitoring is defined as an individual's ability to perceive their own input, as well as to perceive and accurately interpret others' input. The purpose of this study was to examine the effects of self-monitoring relative to expertise on group decision quality. Participants completed two different decision making tasks; participants completed the first task, and then they were randomly assigned to either a forming activity or a feedback activity. Results suggest that the effects of self-monitoring relative to expertise on group decision quality were not moderated by forming or feedback. Forming may establish a norm of sharing, enhance trust, cohesion, and collaboration. Future research could examine the effects of self-monitoring relative to expertise on group decision quality over and above the contributions of group added value.

**Conclusion**
The results suggest that the effects of self-monitoring relative to expertise on group decision quality were not moderated by forming or feedback. Forming may establish a norm of sharing, enhance trust, cohesion, and collaboration. Inappropriate behavior causes negative interaction.

**Summary**
Results suggest that the amount of self-monitoring within a group impacts group decision quality and how these effects are moderated by group development experiences such as forming and feedback.

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**References**

**Appendix**
Forming may establish a norm of sharing, enhance trust, cohesion, and collaboration. Inappropriate behavior causes negative interaction.

**Tables**
Table 1: Distribution of self-monitoring * forming * feedback 34.74 4 8.68 0.30 .88
Table 2: Distribution of self-monitoring * forming * feedback 329.15 4 82.28 2.81 .03
Table 3: Distribution of self-monitoring * forming * feedback 108.29 2 54.14 1.85 .16
Table 4: Distribution of self-monitoring * forming * feedback 688.33 1 688.33 23.54 .00