Abstract

The groups that experience a forming activity may be more likely to demonstrate:
- Epstein release of emotion.
- Greater exploration of ideas.
- Hypothesis 2: Forming will increase the amount of conflict among group members.
- Hypothesis 3: Forming will negatively influence the amount of competitiveness present in a group that impacts group decision quality.

Feedback

- Groups experienced losing Group members identify the most important member and then use standard sets of their ideas (Doll, Salas, & Ford, 1999).
- Hypothesis 4: Groups experiencing forming will use more feedback for those activities requiring more feedback.
- Hypothesis 4: Forming will reduce the amount of competitiveness present in a group that impacts group decision quality.

Hypothesis 4: Univariate analysis of variance showed no significant main effect for the amount of competitiveness across conditions. Participants completed two decision making tasks: a strategic world survival and a strategic task feedback. Participants left with a number of items that may aid in their survival. The group’s task was to rank order these items in terms of their importance to the group’s survival with lower numbers indicating greater importance.

Participants

- 20% of participants were Caucasian.
- 75% of participants were female.
- The mean age of participants was 20.1 years.

Method

- Participants were divided into 4 groups with 10 participants per group.
- Participants were randomly assigned to one of the four experimental conditions:
  - Least Expert Member
  - Most Expert Member
  - Linear (No Feedback)
  - Linear (Process Feedback)
  - Linear (Performance Feedback)

Regression

- The combination of forming and feedback on group decision quality are complex. These results suggest there is no single best way to create a successful group.

Summary

- Results indicate that both the amount and distribution of competitiveness have a significant impact on group decision quality.
- These effects are moderated by group development experiences such as forming and feedback.
- When the most expert member is more competitive than the least expert member, the combined effects of forming and feedback on group decision quality are significant.