

# Group Styles Inventory™ (GSI)



paper self-scored form



real-time feedback (RTF)

## TEAM DEVELOPMENT

Develop consensus decision-making skills and promote constructive team environments



*The GSI provides team members with visual, experiential learning on how Constructive group styles lead to superior solutions.*

### WHAT IS THE GSI?

Developed by Drs. Robert A. Cooke and J. Clayton Lafferty, the *Group Styles Inventory* (GSI) is an assessment of the way in which team members interact with one another and approach problems when working together. Four of the styles measured by the GSI are Constructive and facilitate high-quality problem solving and decision making. Eight of the styles are Defensive (Passive and Aggressive) and detract from effective performance. Thus, the GSI enables teams to analyze their styles and identify practical strategies for enhancing their overall effectiveness.

### HOW DOES THE GSI WORK?

The GSI can be used with our survival simulations, our business simulations, or an organizational problem that the team is currently confronting. It can be completed by team members after they have solved the problem (to identify the behaviors that facilitated or inhibited their performance) or it can be completed mid-way through solving the problem (to identify more effective ways of interacting with one another and approaching the problem). Team members score their own surveys and profile their individual and combined results on the Human Synergistics Circumplex. The GSI Participant Guide helps them to interpret their team's results and identify strategies for improvement.

The GSI takes approximately 15 minutes to complete. An additional 10 to 15 minutes is needed for participants to score and profile their results.

### APPLICATIONS

The GSI can be used to:

- Measure and monitor the performance of teams
- Create a team environment that encourages innovation and the sharing of ideas
- Sharpen the analytical skills of team members
- Develop the consensus decision-making and problem-solving skills of individual contributors
- Improve the quality and acceptance of group and organizational decisions

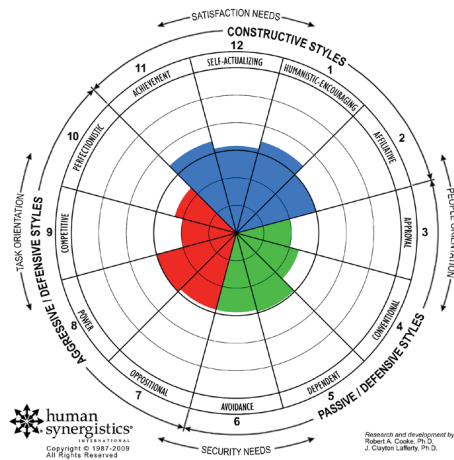
### WHO SHOULD USE THE GSI?

The GSI is appropriate for any temporary or permanent group or team responsible for solving problems and making decisions.

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# Group Styles Inventory™ (GSI)

Figure 1: Effective Groups



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## THE GSI AND GROUP PERFORMANCE

The GSI identifies why some groups are more effective than others, as illustrated by the profiles from 31 groups that completed one of the Human Synergistics problem-solving simulations. The extensions at the top of the GSI profile on the left indicate that the 10 groups that performed effectively on the simulation were all predominantly Constructive (Achievement, Self-Actualizing, Humanistic-Encouraging, and Affiliative) in terms of their interaction style. In contrast, the extensions at the bottom of the profile shown below indicate that the 21 groups that performed less effectively on the simulation exhibited both Passive/Defensive (Approval, Conventional, Dependent, and Avoidance) and Aggressive/Defensive (Oppositional, Power, Competitive, and Perfectionistic) styles.

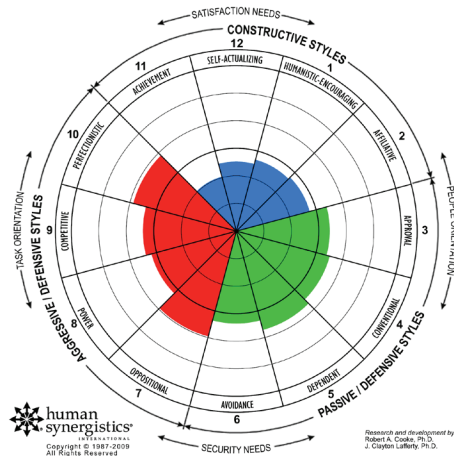
## ACCREDITATION

The GSI is part of the Styles Accreditation Workshop. The Styles Accreditation Program is pre-approved for HR Certification Institute® recertification credit hours.



*The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.*

Figure 2: Less Effective Groups



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