

Name: _____

Groupthink DEFINITION:

Video: Groupthink

A psychological phenomenon that happens when the desire for _____ in a group overrides careful _____ and reasoned

Characteristics of a group in danger of Groupthink:

1. Group members think the group and its members are _____ to _____.
2. Members create _____ to avoid dealing directly with _____ or threats.
3. Group members believe their group is _____.
4. Those opposed to the group are perceived in _____ or _____ ways.
5. Group pressure is put on any member who expresses _____ or who _____ the group's arguments or proposals.
6. Group members _____ their own doubts.
7. Group members believe all members are in _____ agreement - whether such agreement is stated or not.
8. Group members emerge whose function is to guard the _____, especially if it may cause diversity of opinion.

Test to see if your group experiences Groupthink:

1. Have you ever felt so secure about a group decision that you ignored all the _____ that the decision was wrong?
2. Have you ever defended a group by pointing to your group's inherent sense of _____?
3. Have you ever participated in a _____ vs. _____ feeling (in depicting those opposed to you in simplistic, stereotyped ways)?
4. Have you ever applied direct pressure to dissenting members in efforts to get them to _____ with the will of the group?
5. Have you ever served as a " _____ " (have you ever attempted to preserve group togetherness by preventing disturbing outside ideas or opinions from becoming known to other group members)?
6. Have you ever assumed that the _____ of the other group members implied agreement?

Ways group LEADERS can prevent Groupthink:

1. Encourage members to raise _____ and concerns; play devil's advocate; encourage members of the group to play devil's advocate.
2. Refrain from stating _____ at the onset of the group's activities.
3. Split the group into sub-groups, each with different chairpersons, to separately generate _____, then bring the sub-groups together to hammer out differences.
4. Seek input from _____ outside the group.
5. Call a meeting _____ a decision consensus is reached in which all group members are expected to critically review the decision before final approval is given.