



Group Cohesion

A dynamic process that is reflected in the tendency for a group to stick together within your immediate workplace and remain united in the pursuit of its objectives and/or for the satisfaction of participants' interpersonal needs.



The following items are used to assess Group Cohesion on the DEOCS using a 7-point response scale from strongly disagree to strongly agree.

1. My work group is united in trying to reach its goals for performance.
2. We all take responsibility for the performance of the workgroup.
3. If members of our work group have problems in the workplace, everyone wants to help them so we can get back on task.

	Favorable	Unfavorable
Indicators	<ul style="list-style-type: none"> • Coworkers support each other • Ideas are exchanged openly • Members work together towards goals • Information is shared which fosters task completion 	<ul style="list-style-type: none"> • Members blame team members for failures or hardships • Multiple small groups (1-2 individuals) within larger unit/group instead of a team effort • Individuals keep to themselves instead of engaging team • Members withhold necessary information
Outcomes	<ul style="list-style-type: none"> • Increased job performance • Increased organizational citizenship behaviors, such as altruism and sportsmanship • Increased job satisfaction • Increased organizational commitment • Perseverance towards goals 	<ul style="list-style-type: none"> • Decreased job performance • Higher employee turnover • Poor morale amongst team members • Task failure or degradation

For more information go to Assessment to Solutions on deomi.org. You will find:

- Focus Group/Interview Questions
- Online Lessons
- Strategies to address issues with this factor
- Videos that can help you better understand this factor
- Web Resources and Recommended Readings
- References that are directly associated with this factor
- Web Resources