



## 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.

\*Note: The following questions are the actual DEOCS questions.

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

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The following questions can assist in conducting focus groups and interviews.

- Describe how members of the unit (do/do not) work to accomplish their goals.
- Explain how members (do/do not) take responsibility to get the mission accomplished.
- How effective do members of your team work towards the organization's success?
- When challenging situations arise, how do team members overcome them?
- How do members share essential information necessary to complete tasks?
- What strategies would you employ to build group cohesion within the organization?