

The background features a large, semi-transparent seal of the Defense Equal Opportunity Management Institute (DEOMI). The seal is circular and contains a central shield with a sword at the top, a scale of justice at the bottom left, and crossed arrows at the bottom right. The text "DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE" is written around the top inner edge, and "KNOWLEDGE - EQUALITY - READINESS" is written around the bottom inner edge. The entire image has a blue color scheme with a grid pattern.

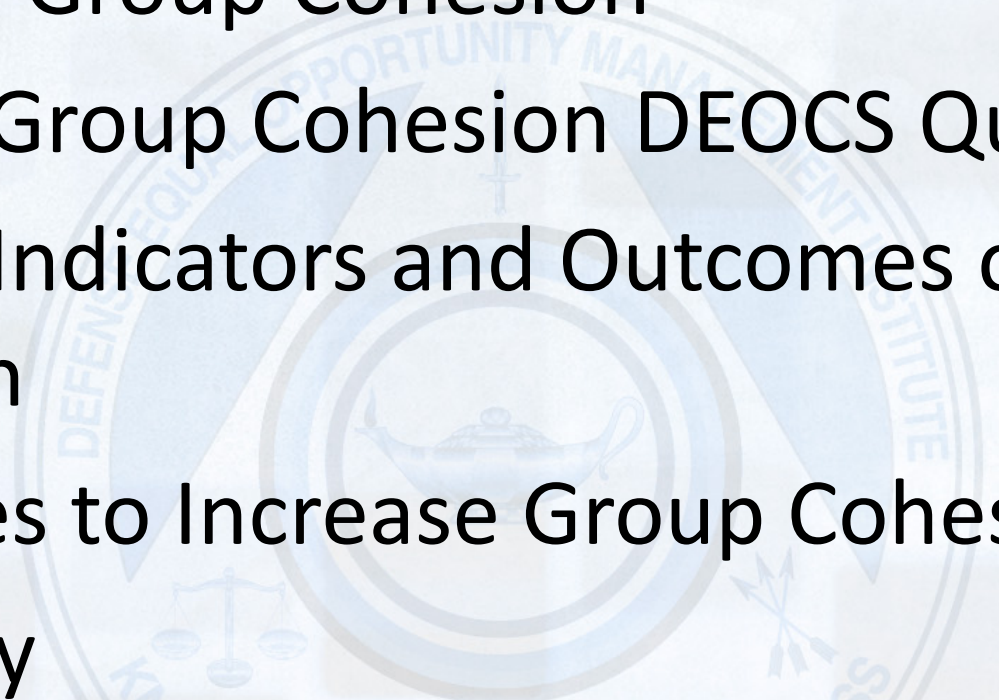
# Group Cohesion

# Introduction

As a leader, striving to create a work environment where all members are able to put their differences aside and work together to accomplish one goal should always be a priority.

This presentation discusses the DEOCS factor  
Group Cohesion

# Agenda

- Describe Group Cohesion
  - Identify Group Cohesion DEOCS Questions
  - Identify Indicators and Outcomes of Group Cohesion
  - Strategies to Increase Group Cohesion
  - Summary
- 

# Factor Description

## **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.

# Questions on DEOCS

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

# Indicators

## Unfavorable

- Members blame team members for failures or hardships
- Multiple separate cliques observed
- Individuals keep to themselves instead of engaging team
- Members withhold necessary information

## Favorable

- Coworkers willingly support each other
- Ideas are exchanged openly
- Members working together towards group's goals
- Information is shared which fosters task completion

# Outcomes

## Unfavorable

- Decreased performance
- Higher turnover
- Low morale amongst team members
- Mission failure or degradation

## Favorable

- Increased performance
- Tasks are completed as requested
- Increased job fulfilment
- Increased organizational commitment
- All members have high org. commitment

# Group Cohesion Strategies

- Encourage discussions/dialogue between peers and organization's members
- Recognize that conflict is not always negative and can actually be constructive
- Host team building events to encourage positive competitiveness and camaraderie
- Listen to all members feedback during climate assessments and discussions to identify member's true concerns



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