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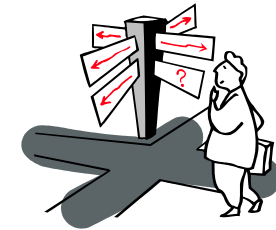
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*Maximizing Potential.
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Group Development Questionnaire



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What is the GDQ?

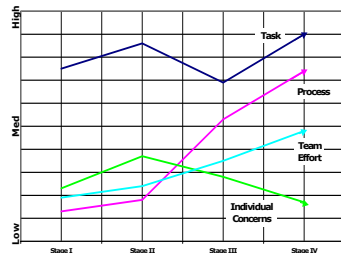
The Group Development Questionnaire (GDQ) is an assessment tool used to clarify issues that are obstructing the group's effectiveness. Research has shown that groups go through several distinct phases of development. During the normal course of group development, groups can get stuck in or revert to any of the earlier developmental stages. Such a state of affairs inhibits a group's progress, which in turn negatively affects their productivity. As a result, then, methods are needed to measure the internal and external factors influencing the group's success and to generate strategies to facilitate positive group development. The GDQ is one such method.



The GDQ measures the developmental level of groups with an eye towards improving effectiveness.

How will the GDQ help?

The ability for staff to work successfully as a group is essential for an organization to thrive. Between departments, committees, and project teams, organizations are comprised of a plethora of groups. An understanding of group dynamics allows a collection of individuals to work more effectively in a group context. When groups work effectively together, they are more likely to reach their goal. Groups are not automatically productive; they must proceed through a developmental process via stages to reach a state of high productivity. Groups who are not aware of the dynamics involved face bigger challenges.



The relationship of task and process activities.

Highly effective groups spend a balanced amount of time on both the task (the reason they have come together) and the process (the way they will work together). The results from the GDQ give groups a snapshot of themselves that allows for self-examination of their processes. This self-examination allows them to make conscious alterations to the way (the process) that they accomplish their task. By doing this, the group begins a pattern of behavior that will advance them towards successfully achieving their goals.

How does the process work?

All members of the group complete a GDQ booklet at an assessment meeting. Administered by certified GDQ consultants, the questionnaire usually takes no longer than 30 minutes for individuals to complete; 10 minutes for the first part and 20 for the second.

The consultants analyze the data and develop a plan to help the group improve its effectiveness.



The GDQ process takes a series of at least four meetings to complete.

In a feedback meeting with the group, the consultants educate members about group development, provide them with information about their GDQ profile, and facilitate a process in which members plan ways to improve their group's functioning. This last step is crucial, since change is accomplished by member efforts, not by outside intervention.

The entire process from assessment meeting to the first feedback session ideally takes no longer than one month. The idea is to let no more than two to three weeks pass between target events. Shorter intervals are possible as well.