

## **Group Roles**

Below is a list of roles that create dysfunctional behavior in the group. These negative roles challenge even a skillful leader.

**Follower**—Refrains from giving own point of view and allows rest of group to make decisions.

**Clown**—Spends most of the group time fooling around.

**Blocker**—Always disagrees with the group or else takes the group off track.

**Shy**—Doesn't contribute in the group.

**Bored**—Easily distracted during the group or withdraws from participation.

**Dictator**—Tries to control the group.

**Talker**—Monopolizes the group's time.

**Peacemaker**—Is uncomfortable with conflict or anger and tries to dismiss them.

**Cynic**—Challenges the task or process of the group.

**Cross-examiner**—Keeps focus on self by too many questions for others.

**Intellectual**—Can't or won't speak from a feeling level.

**Red Crosser**—Rushes to a defense of or alliance with a group member and prevents the group from continuing a conversation.

**Projector**—Puts feelings he or she has onto others; projects own viewpoints onto others.

**Competer**—Tops another's story or seeks leader's approval.

**Sympathy Seeker**—Exaggerates or dramatizes problems for attention and sympathy of the group.