**Groups and Cohesion Questions**

**Explain the importance of cohesion to group productivity and outline possible**

**strategies that can be used to reduce the negative impact of faulty processes on performance. *(14 marks)***

**The creation of a successful team rarely happens by chance.**

**Identify and explain Carron’s antecedents (factors) that contribute to the cohesiveness of a group. *(3 marks)***

**Explain the term ‘task cohesion’ and why it is vital for success in any game. *(4 marks)***

**Groups and Cohesion Answers**

**Explain the importance of cohesion to group productivity and outline possible**

**strategies that can be used to reduce the negative impact of faulty processes on performance. *(14 marks)***

**Importance of Cohesion**

A. Cohesion – tendency of a group to stay together to achieve their goal/task

B. Cohesion depends on group members/task/leader/teambased factors/equiv.

C. Actual productivity = potential productivity – losses due to faulty processes

D. Co-ordination losses/faulty processes eg poor teamwork/ poor tactics

E. Motivational losses/faulty processes eg loss of concentration/low self-confidence

F. Social loafing – performer ‘hides’ within a team

G. Ringelmann effect – Performance/cohesion may decrease as group size increases

H. Task cohesion – ability of group to work together to achieve a common goal

I. Social cohesion – interaction of players and their interpersonal relationships

J. Task cohesion is more important than social cohesion/ team can be successful with poor social cohesion

K. Social cohesion can undermine performance/formation of cliques/not challenging poor performance for fear of upsetting others

L. Social cohesion can aid performance by challenging the norm

**Strategies**

M. Practice/training to ensure all understand the tactics

N. Give individuals specific responsibility/set goals

O. Explain specific roles within the team

P. Give feedback/video analysis of performance/reinforcement

Q. Develop peer support/encourage each other/encourage open discussion/an effective leader

R. Vary practice to maintain motivation/train in small groups

S. Improve fitness levels

T. Team bonding exercises/social outings

U. Avoid social cliques

V. Create a group identity eg team kit

W. Develop self-confidence/self-efficacy/self-esteem/ credit use of attributions

X. Maintain team stability if possible/limit change

**The creation of a successful team rarely happens by chance.**

**Identify and explain Carron’s antecedents (factors) that contribute to the cohesiveness of a group. *(3 marks)***

A. Environment/situational factors – size of group/time/facilities/age or equivalent

B. Member/personal factors – ability/motivation/satisfaction/similarity of group or equivalent

C. Leadership factors – style/behaviour/personality/relationship with group or equivalent

D. Team factors – task/motivation/stability/ability/shared experiences or equivalent

E. Four correct factors named but no explanation

**Explain the term ‘task cohesion’ and why it is vital for success in any game. *(4 marks)***

A. Task cohesion – the ability of the group to achieve a common goal

B. Players need to be able to interact effectively/ good communication

C. Understand own role/other’s role/good co-ordination

D. Poor cohesion can be classed as a faulty process

E. Good task cohesion can help social cohesion

F. Social cohesion – the ability of the group to relate well to each other/get along socially

G. Social cohesion is not vital for group success/task cohesion is more important than social cohesion