



# Newsletter November, 2007

## From the Situation Room!

### Researching The Database

Over the years, the GDQ database has grown quite a bit. I'm pretty sure that it is the largest database containing information about work groups around. It contains each team's GDQ results, size, number of males and females, the number of months that the majority of team members have been working together, for-profit or not-for-profit status, sector (e.g., finance, manufacturing, education, health care, law, social services etc.). The database can answer many questions. For example, I just submitted a research article on group size. I wanted to call it "Size Matters" but gave it a more academic title. ☺ One finding was that work groups should be even smaller than I thought. Groups should contain a maximum of between 6 and 8 members. Groups larger than that have great difficulty moving through the stages of group development and are less effective and productive than smaller work groups.

Right now, I'm developing norms for sectors that have the largest numbers of groups (finance, manufacturing, education). I also re-checked the norms for all the groups in the database. Stay tuned for more adventures in data mining. By the way, if you have used the GDQ to assess work groups and would like to add those results to the database, send me an email. The bigger the database, the more we can learn.

### Coaching Team Consultants

Lately, a number of GDQ certified people have asked me to be their coach until they feel confident about interpreting GDQ results and planning targeted interventions for particular work teams. It makes sense to me. There's a lot to know about work groups and the members of each group need specific information that is relevant to their situation. All teams need basic information about work group development and need to know where they are on the developmental continuum. Once that's done, what else does a particular team need to know in order to move forward? For example, team members who blame the leader or an individual member for their problems need to know about research on the leader attribution error. Members of another team might need to know

about research on interpersonal conflict versus task conflict (Task conflict is a good thing. Interpersonal conflict is not.)

It's difficult for busy people to know and keep up on all the research. Since I'm a research geek, I can be of some help. Also, it takes a bit of effort to put a good, targeted intervention together. I can be of help with that as well. I've gotten pretty good with that over the years. Let me know if you want some coaching. I'll be happy to oblige (for a small fee, of course) ☺

## GDQ Certification Training

Most of the GDQ Certification Trainings we do are in-house, but once or twice a year we do a training to pick up any independent consultants or consultants working in small companies. I don't have set dates yet but I may be doing GDQ certification training in New York City during the first quarter of 2008. Most likely there will be one in Boston as well. I do know that there will be a GDQ certification training in Sweden in May 2008. That will be the fourth training in Sweden. (By the way, if you haven't seen my "cover girl" picture in the Swedish psychology magazine *Psykolog*, go to the GDQ website ([www.gdqassoc.com](http://www.gdqassoc.com)) and check it out.

If New York, Boston, and Sweden are not convenient, it is possible to get certified online. I don't think it's the best way, but for some people there is no other option. For example, a man from New Zealand was certified online. Also, in situations where it isn't possible to find 10 people interested in training, online certification is the only way to go. Let us know if you're interested or know someone who is interested. Feel free to call our office 508-487-3750 or email us at [gdq@gdqassoc.com](mailto:gdq@gdqassoc.com) for more information.

## Distinguished Book Award!

Sharon Furbur and I just found out that the book *Facilitating Group Communication in Context: Innovations and Applications with Natural Groups* (2 Vols: Hampton Press, 2006) has received the 2007 Distinguished Book Award from the Applied Communication Division of the National Communication Association. The editor, Larry Frey, sent congratulations to all the chapter contributors. He said, "thank you so much for the contribution that you made to these texts that led to this award, and I hope that the award will prove helpful to you." Sharon and I wrote chapter 5 in volume 2 entitled *Facilitating Team Development: Communication and Productivity*, which dealt with GDQ team assessments and interventions that improved the productivity of six work teams.

# Scoring the GDQ Online!

I can imagine that some of you are wondering what took me so long to enter the 21<sup>st</sup> century. Well, it wasn't easy for me but I've seen the light. Again, practicality wins over knuckle-headed principle. As I am writing this, programmers are working on this project. I can't give you a date yet but it will be soon –very soon. When the programmers are finished and I have test driven the program, I'll let you know how to access the GDQ online scoring program.

## This and That

- We have not raised our prices for a long time and although the Power point programs are still the same, the U.S. GDQ test booklets have increased in price. We have decided on a for-profit and not-for-profit fee structure. A pack of 25 GDQ test booklets that will be used in a for-profit organization is \$75.00. If the pack of questionnaires will be used in a not-for-profit organization, the price is \$63.00. Also, there has also been a slight increase (by the publishers) on a couple of the books.
- The GDQ- SW (the Swedish language version of GDQ) is a reality. There also is a British version (you know what they say about the U.S. and the U.K - two countries separated by a common language). Next up is the Dutch version. If any of you are working with law firms, we also have a Legal version of the GDQ. This legal version is the same as the original GDQ in every respect, except the demographic page has been altered to better suit legal professionals. When you order, make sure you specify which version of the GDQ that you want.
- Finally, if you have changed jobs, moved, or switched emails etc, and we do not have your current information, please send it along. We don't want to lose touch. Thanks!