

## The Sociometrist's Eye By Donna Little and Ann E. Hale

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The aim of this training workshop is to assist group leaders in developing and tuning into their sociometrist to help them see and know what is happening in the dynamics of the group and communicate their observations.

Areas of focus are:

Locograms: be conscious of where people sit. Whom they sit next to and across from is most potent. With whom do they choose to be in small groups?

The emergence of fear or anxiety, which dampens spontaneity in the individual

Drops in spontaneity ( flops) as indications of fear or anxiety in the group. The leaders need to attend to the underlying agenda.

Incompletions - Track what's been done, the forgotten agreements or agenda items not yet addressed.

Incongruity - This may be reflected in what is said and felt by a group member as shown in a person's body language. Incongruity of the behaviour on the statement shared, sometimes reflecting denial or non awareness on the person's part. A group leader's sensitivity to this is essential.

The composition within the group of introverts and extraverts is useful information for the leader in planning schedules, providing times for reflection, or working in small groups for discussion or psychodramas. Access to belonging and to roles of high value.

What areas of concern do you have in watching group dynamics?

Are there any culturally specific areas you see impacting the choice-making activity in your groups?

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