

Group Evaluation

Core Motives Approach	Questions to Ask Yourself	Behaviors/Reflections
Belonging Defined: Need for strong, stable relationships and encompasses all other core motives	<ol style="list-style-type: none"> 1. Does the ensemble generally possess all of the other core motives? 2. What areas might be lacking? 	
Understanding Defined: The ability to predict what is going to happen and to make sense of what has happened	<ol style="list-style-type: none"> 1. How does the ensemble respond to feedback? 2. If something goes well, or lack thereof, does the ensemble know why? 	
Controlling Defined: Involves being competent and effective managing behavior for a desired outcome	<ol style="list-style-type: none"> 1. Is hard work praised in the ensemble? 2. Do the rehearsal techniques give agency to the musicians which allows them to achieve the desired outcome? 	
Self-Enhancing Defined: Maintaining self-esteem or being motivated by self-improvement	<ol style="list-style-type: none"> 1. Is the ensemble growing and do they feel as if they can grow? 2. Does the ensemble feel confident in their individual abilities? 	
Trusting Defined: The ability to have confidence that when we are asked to act by an individual by whom we depend, we do not receive painful consequences.	<ol style="list-style-type: none"> 1. Have you experienced hesitancy with exercises that require vulnerability, risk, and uncertainty? 2. How much do *you* have faith in the ensemble? 3. How much risk/uncertainty/emotional exposure has there been? 	

Transactional Analysis Approach	General Characteristics	Questions to Ask Yourself	Behaviors/Reflections
Anticipatory Imago/Forming	<p><i>Alone:</i> withdrawing from the social group</p> <p><i>Rituals:</i> interactions in which we know what the socially acceptable remarks are</p>	<ol style="list-style-type: none"> Are there any group members that are withdrawing? What percentage of communication goes beyond "hi," "how are you?" and "I'm good."? 	
Adjusted Imago/Storming	<p><i>Pastimes:</i> small talk</p> <p><i>Working:</i> performing tasks with a definite goal</p>	<ol style="list-style-type: none"> How often do you observe small conversations before/ after rehearsal? How often do individual group members seek musical support from other group members or the leader? 	
Adapted Group Imago/Norming	<p><i>Playing:</i> time spent doing activities because we enjoy them</p> <p><i>Psychological Games:</i> undesirable characteristic that involves socially dysfunctional behavioral patterns, often repetitive in nature. As a helpful hint, intimacy is the communication free of games.</p>	<ol style="list-style-type: none"> How many activities are done socially <i>outside of</i> rehearsal? How actively does the ensemble engage in playful warmups/ group activities? How engaged is the ensemble when others are sharing experiences/ stories? Are you finding that there are individuals/ subgroups that talk much and listen little? 	
Attached (Alienated) Group Imago/Performing	<p><i>Closeness:</i> when individuals have sufficient trust to be authentic</p>	<ol style="list-style-type: none"> How often does the ensemble engage in meaningful conversations? How often does the ensemble experience a state of social flow? 	