**8.4 REFLECTION AND ACTION WORKSHEET**

Establishing a Constructive Climate

**Reflection**

1. Based on the scores you received on the Organizational Climate Questionnaire, what are your strengths and weaknesses regarding establishing a constructive climate for a group or an organization? Discuss.

\_\_ Strengths:

\_\_ Weaknesses:

2. How did you react to the example in this chapter (pp. 179–180) of the service-learning group that developed cohesiveness? In what way do you think cohesiveness plays an important role in groups? Have you ever experienced cohesiveness in a group yourself? Discuss.

3. In this chapter, group rules and norms are stressed as being very important to effective teams. Do you agree with this? Explain your answer. Briefly comment on your own desire and ability to adapt to the rules of a group.

**Action**

1. Imagine that you have been chosen to lead a group project for your class and are preparing for the first meet­ing. Based on what you have read in this chapter, identify five important actions you could take to help estab­lish a constructive climate for the group.