



BUILDING HIGHLY

COHESIVE TEAMS

USING GROUP DEVELOPMENT QUESTIONNAIRE (GDQ) DIAGNOSTICS

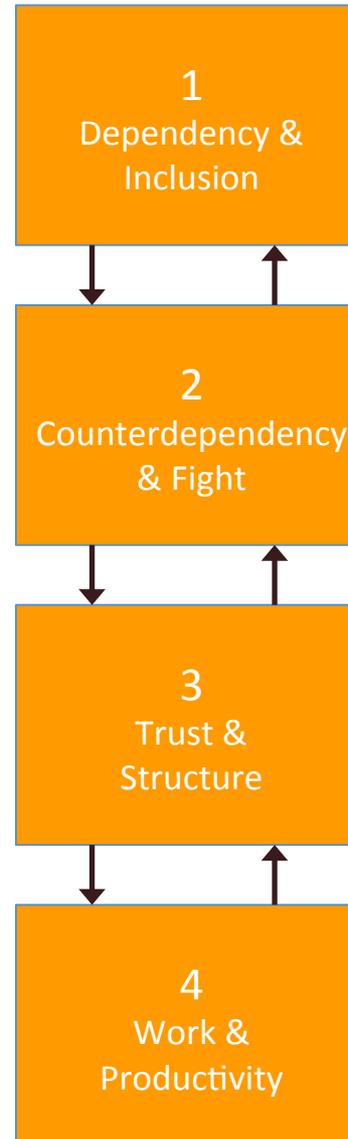
WHAT IS GDQ?

GDQ (the Group Development Questionnaire) is a research based diagnostic which measures group functioning. Developed by Susan Wheelan, Ph.D., this tool enables groups to determine and discuss how it can become more cohesive in a precise way.

GDQ is simply administered with each member of the team answering 60 questions relating to group interaction. This is compiled into a reliable and validated analysis which is shared with the group and describes where the group is on the stages of group development.

Lorensbergs

GDQ SCALES



TYPICAL INDICATORS

The members are dependent on leadership and focus on acceptance and belonging. The leader is trusted, even admired. Conflict is seen as a threat and objectives and roles are unclear.

Increased security permits differences and members are challenging each other and the leader. Coalitions form and there is a sense of dissatisfaction. Elements of blaming and obvious competition are evident.

Clarity on goals and roles are emerging. There is more flexible communication and consensus is more frequent. Conflicts are seen as less threatening. Structures are becoming clear for decision making.

Objectives and roles are clear and tasks are allocated according to skills. Open communication is abundant with everyone being heard. High energy and satisfaction with over 80% of the time dedicated to the task.

WORKING WITH LORENSBERGS

GDQ is relatively simple to administer but interpreting the results and facilitation the dialogue that ensues, takes considerable knowledge of group development and facilitation. Lorensbergs has a team of highly qualified professionals who are not only GDQ accredited but also have a background in psychology and facilitation.



Our consultants work with clients from initial introduction, administering the diagnostic, analysing the results, sharing with the full group and, through carefully facilitated dialogue, help develop steps that will take the group towards become highly cohesive and effective.

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