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Nov 19, 2018 **Issue #24 - Thanksgiving: a case study in social psych with gravy**

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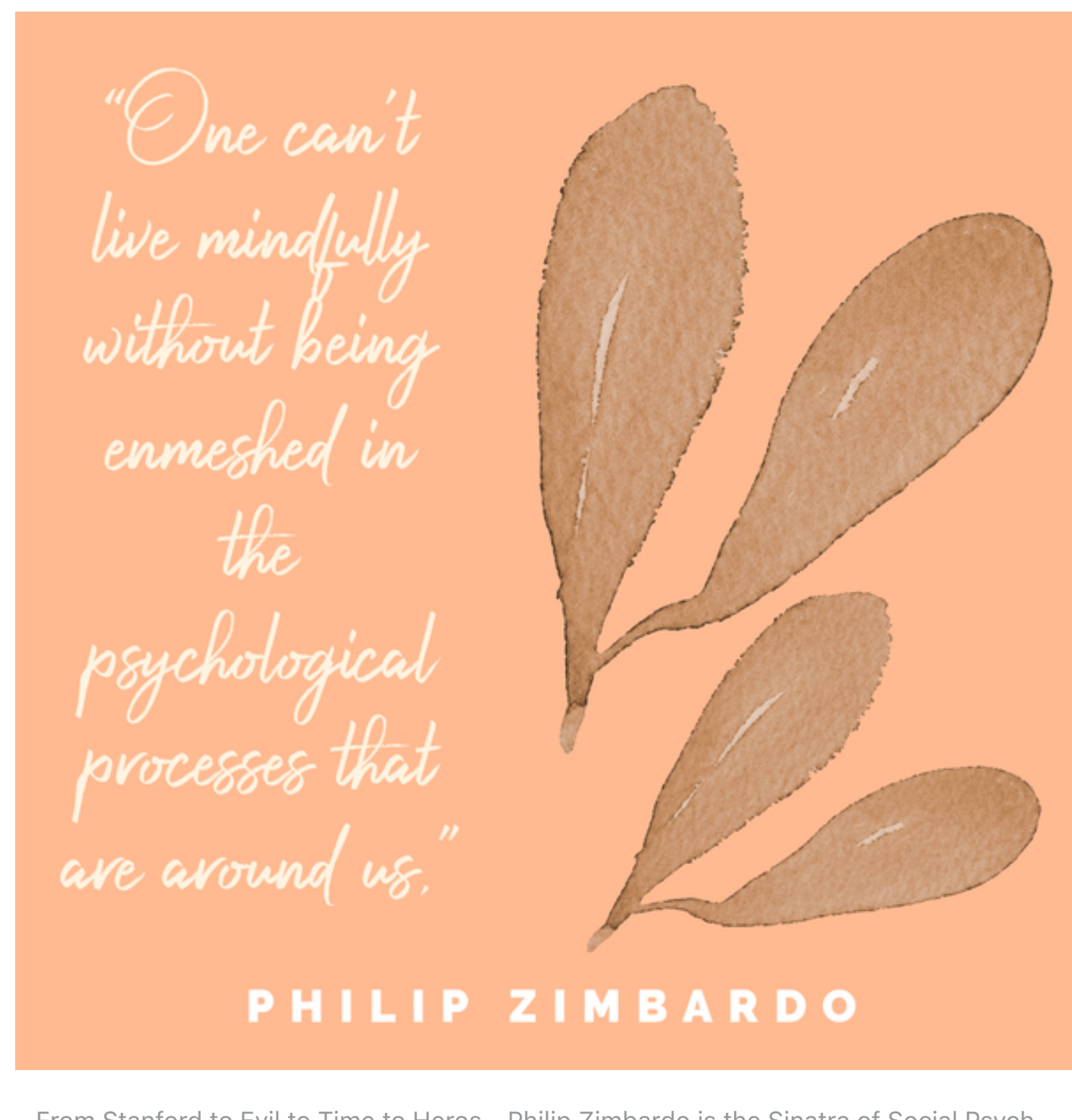
 **Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant)**
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Thanksgiving is almost here and, since for a majority of my formative years, the four day break was spent studying, writing reports, and cramming between bouts of eating, I thought I would bring a throw-back to those times with a syllabus on group dynamics and social psych.

Since we all interact with other people - *not only during the holiday season* - a bit of insight and understanding may prove beneficial as we reflect on our own role in the dynamics that play out when dealing with others beyond ourselves. And also how can we as ordinary people make a change in the dynamics and the results we have been getting.

Therefore, please pass the stuffing, and dive in to some social psychology de-lite!

(*If you fall asleep on your keyboard whilst reading - please blame it on the [turkey](#) - I always did!)



From Stanford to Evil to Time to Heros - Philip Zimbardo is the Sinatra of Social Psych - and is well worth checking out.

Variety is the Spice of Life? 101 Group Dynamics

Understanding Group Dynamics and Systems - Robert K. Conyne

Ok - for a foundation, you can read Chapter 3 out of Robert Conyne, Professor Emeritus, University of Cincinnati, 2013 psych textbook. He focuses in on group dynamics and some of the leading theories to consider different ways of understanding human behavior. By looking beyond the individual but also to the larger systemic and interactive dynamics between people and the various filters that come into play.

www.sagepub.com

Rethinking group dynamics: How to be better together | Daria Vodopianova | TEDxUniMelb - YouTube



Daria Vodopianova decided to take a look at her interactions with others and go a different direction. She has set herself a mission to get maximum value from her professional and personal environments. In this TED, she goes into how to improve collaboration.

www.youtube.com

SIT-ing: 2 Key Social Psych Theories



Social Identity Theory In Social Psychology - SIT-1- IResearchNet

Social **identity** theory explains how one's self-concept is associated with being part of a group and therefore effects behaviours within that group and towards other groups. SIT-1 defines group membership in terms of people's identification, definition, and evaluation of themselves as members of a group (social identity). SIT-1 describes particular cognitive, social interactive and societal processes that interact to produce typical group [phenomena](#).

psychology.iresearchnet.com



Social Impact Theory In Social Psychology - SIT-2- IResearchNet

Social **impact** theory offers that the amount of influence a person experiences in group settings depends "on (a) strength (power or social status) of the group, (b) immediacy (physical or psychological distance) of the group, and © the number of people in the group exerting the social influence (i.e., number of sources). Thus, a group that has many members (rather than few members), high power (rather than low power), and close proximity (rather than distant proximity) should exert the most influence on an individual. Conversely, if the strength of the person exposed to the social influence (i.e., target) increases, the immediacy of the group decreases, or if the number of targets increases, the amount of influence exerted by the group on the individual decreases".

As we look to cow-towing (obedience), willingness to speak-up or out as well as the topics of influence and persuasion, this SIT-2 is an important theory to know about.

psychology.iresearchnet.com

Episode 1: Social Psychology and Intimate Relationships with Dr. Ben Karney by Psychology In Action Podcast



As you are stacking the tofurkey sandwich together the day after, listen is to this podcast. UCLA psych students interview their professors starting with Dr. Ben Karney, a social psychology professor at UCLA. During the conversation, they explore everything from the predictors of successful relationships to marriage-induced weight loss.

soundcloud.com

"We can be heroes - for just one day!"

Creating a new generation of youth super heroes | PHILIP ZIMBARDO | TEDxRoma - YouTube



"Can normal, ordinary people be inspired and trained to be everyday heroes?" Philip Zimbardo's "Stanford Prison Experiment" was the start to the journey to ask how everyday people could do evil - now he has switched his focus to ask - how can we get more good in the world.

He has been working with the Berkley Group around looking at group dynamics and new heroism. It is worth [checking](#) out.

www.youtube.com


Question: What are the quirks that show you are part of your groups?

As you think to your family, friends, co-workers, project teams, what are the indicators that show that you are part of that group or team? How are you able to speak up? How do you get support?

If you are looking at creating and or being "ordinary heroes" in your organization, I am more than happy to talk through, how I may be of support. Feel free to contact me at elembke@transformingtalent.de (further info can be found on www.transformingtalent.co)

Until then - Happy Thanksgiving everyone!

Did you enjoy this issue? [Yes](#) [No](#)

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Feeding the Passion for Transformation: Be it Talent, Culture, Work or HR

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