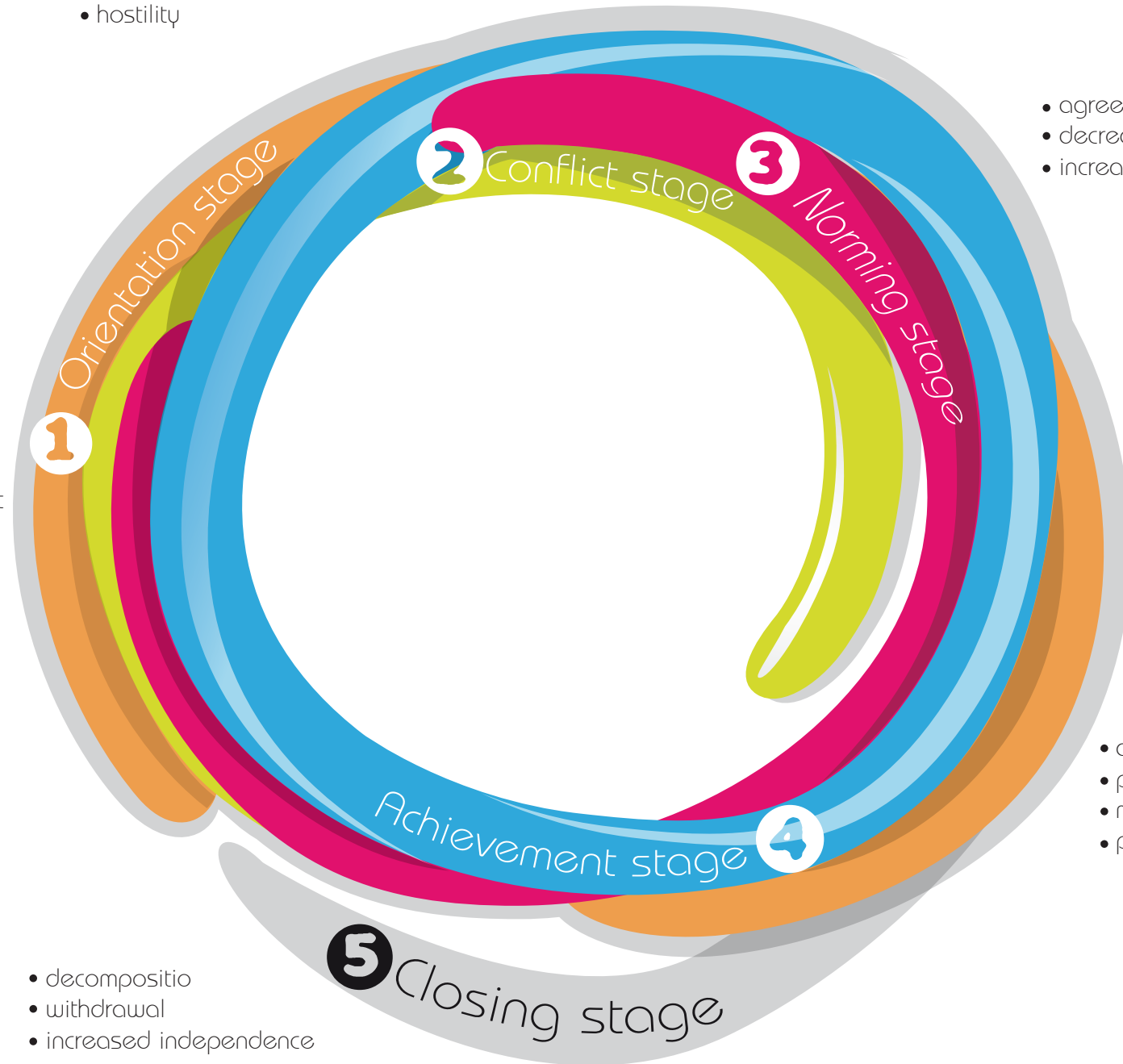


- criticism on ideas
- little attention
- polarisation and coalition
- hostility

- agreeing on decisions/ actions
- decrease of ambiguity
- increased we – feeling



- indecisive members
- do I belong to the team, or not
- polite communication
- concern about the goals of the group
- an active leader
- go with the flow member

- decision making- minded
- problem solving- minded
- mutual cooperation
- production- minded

- decompositio
- withdrawal
- increased independence