

PET PEEVES RE GROUP WORK

Please rate the following peeves according to the degree to which they annoy you or represent an ongoing irritant in your work setting. Use “3” for your biggest peeves, “1” for those that are less bothersome and “0” for any circumstances that rarely or never occur in your experiences with groups. This survey can be compiled by a facilitator as starting point for setting norms or assessing group process.

- _____ Meandering, unfocused “conversations” that never seem to get to a clear plan of action
- _____ Conflict of any kind between group members.
- _____ Never knowing or agreeing on agendas for meetings ahead of time
- _____ People who do a lot of non-verbal squashing of ideas and enthusiasm (e.g. eye-rolling, sighing, frowning) without ever really explaining their stances or listening to others’ points of view.
- _____ Not sticking to agreed upon agendas.
- _____ Individuals who waste group time with storytelling, pontificating, or naysaying instead of thoughtful questions or suggestions
- _____ Individuals who do not hold up their end of a team or department agreement, i.e. don’t do what they promised to do or come without what they promised to bring.
- _____ Leaders who try to manipulate a group into “choosing” something they have already decided to do
- _____ People who agree to something in a meeting and then try to shoot the idea down once they get outside the room
- _____ Taking time to get everyone to express his/her ideas and get on board with a plan instead of just telling people “This is what needs to happen tomorrow!”
- _____ Spending hours planning something only to find out that the powers that be do not approve, can’t get it done, have other priorities etc.
- _____ Other (List any pet peeves not listed above and be prepared to explain them.)