

Outdoor Pursuits Group Roles

Role	What is it?	What does it look like? What does it sound like?
Observer	<p>If you are going to be effective at ANY role -you need to be an observer. *HINT* Try to follow the Notice! Notice! Notice! Principle.</p> <p>Notice A: <u>Safety</u> - this is the physical environment and what your actions are in that space</p> <p>Notice B: <u>People</u> - notice if people are frustrated, confused, reluctant or taking over</p> <p>Notice C: <u>Task</u>- the problem itself. What is the problem? How do “we” solve it?</p> <p>Consider the group’s assets-vs-liabilities? How does this affect what is happening in the group?</p> <p>Is there a problem with the idea or the execution</p>	<p>What you might ask yourself in this role:</p> <p>What role is needed? How can I contribute? What is working? What is not? See the big picture - where are we headed in problem solving? How are we socializing?</p>
Challenger	<p>This person challenges ideas that people present and the way the group executes a plan. This person keeps a group from making thoughtless comments, jumping into a problem without a plan and forces the group to make safety considerations.</p> <p>*CAUTION* A challenger can easily slip into blocking - remember it is not only what you say but how you say it. Remember - Intent-vs-impact.</p>	<p>Are you sure you want to do that? Who is the best climber? Shouldn't they go first instead? Are we really done? Can we do it better? Is this the best of our plans? I am concerned someone may get hurt..can we spot this?</p>
Encourager/Motivator	<p>This person will make sure that everyone is participating. This role invites the silent/reluctant people to join in. This person also recognizes where credit is due and often times is a voice for someone else. This person will praise others for risk taking, be a cheerleader and will support and appreciate group members. This role is incredibly important when frustration is high and emotions get intense.</p>	<p>Tanya has a great idea So Johnwhat do you think? You did it! O.K. - just one more person and we are done! Come on you guys...we are so close! Yeah! Alright....NOW we are getting there!</p>
Leader	<p>The person who keeps the group moving forward, on task, toward the ultimate goal, with the group’s best interest in mind (not their own personal agenda). This is a person who will recognize a good idea, keep track of time, quiet people down, make sure the group is communicating effectively.</p>	<p>Okay everyone, let’s try to speak one at a time, it is getting confusing and rushed! We are running out of time Let’s try this..... Are we all on the same page? Does everyone understand? Do we all know what we are doing? O.K. let’s try again.....AND.....NOW!</p>

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<p>Worker: Sometimes everyone needs to be a worker to achieve success. Sometimes only a few will be required and too many workers can hinder the progress. Being a worker may require extra effort, a sense of sacrificing and healthy risk taking. It may be required to step outside of the comfort zone. The two types of workers are intellectual and physical. See below.</p>		
Intellectual Worker	<p>This person is open and willing to build on other's ideas and to offer their own creative, imaginative ideas to be built on (critical in a brainstorming session).</p> <p>Highly effective or functional "idea people" are often open and creative</p> <p>Dysfunctional "idea people" can be dictator like and territorial over their ideas (need to make people aware that it was their own idea and do not want to share). They may be rigid in how their idea is executed (not open).</p> <p><i>*CAUTION*</i> functional "idea people" can become dysfunctional if they are not given praise and or recognition from time to time. Other roles are responsible for making sure this does not happen.</p>	<p>Why don't we push the log first, then jump? Could we put someone else in that spot? Would it make a difference if we used this?</p> <p>Trust me....I have seen it done this way before - we have to use the rope. That is what I said already!</p> <p>Hey Judy - that is a great idea.....I never thought of it that way before. Well...Amy thought we might do it this way...I think she has a good plan.</p>
Physical Worker	<p>There are different physical tasks that need to get done: lifting, spotting, being lifted, balancing, holding, steadying, carrying, counting for timing etc.</p>	<p>1.....2.....3.....NOW! Alright, I will go first if you need me to. Grab my hand - I got you. I will boost you.</p>
Blocker	<p>Anybody who hinders the process of the group's movement toward the goal.</p> <p>Anybody can take on blocking tendencies - even the most functional members</p> <p><i>*CAUTION*</i> Using humor can often times be a motivator but can quickly slip into blocking. Humor often jeopardizes emotional and social safety and trust when it is perceived as a put down or a shot at someone's competency.</p> <p>Remember: Intent-vs-Impact. A group can block their own progress when they are dependent on certain people for certain things - this over-reliance can cripple progress.</p> <p>Blocking also shows up when someone is too cool to care, overly-competitive or</p>	<p>Are you serious? This is impossible. There is no way we can get this done. How much do you weigh? Does anyone know what math homework we have in Algebra II? Joe boost everyone and then & then go last...come on! You don't need our help to get over and you know it. If Jill can't think of an idea.....well...it is impossible. Ha ha ha Sarah is NOT going first! Would you shut up? I can't hear anyone else!</p>