

Groupthink & Decision-Making Worksheet

Week 3 Peer Learning Activity

Title: *Preventing Groupthink through Collaborative Learning and Critical Reflection*

Student Name: _____

Group Members: _____

Date: _____

Step 1: Connect to Theory (15 min)

Key Lecture Points on Groupthink and Decision-Making:

- _____
- _____

Insights from Required Reading:

- _____
- _____

Discussion Notes – Impact on Team Dynamics & Conflict Management:

- _____
- _____

Why Is Groupthink Common in High-Stakes Situations?

- _____

Challenging Strategies to Implement in Real Life:

- _____

Step 2: Concrete Experience – Real-World Cases (20 min)

Example of Groupthink Encountered (Professional or Academic):

- _____
- _____

Symptoms of Groupthink Identified:

- _____

Effects on Decision-Making and Conflict Resolution:

- _____

Short-Term and Long-Term Impacts:

- _____

Step 3: Reflective Observation – Analyze Causes & Patterns (15 min)

Common Patterns or Symptoms of Groupthink in Your Group:

- _____
- _____

Influence of Leadership, Culture, or External Pressures:

- _____

Where Was Critical Thinking or Dissent Suppressed?

- _____

Biases That May Have Contributed (e.g., Authority Bias):

- _____

Step 4: Abstract Conceptualization – Apply Theories (20 min)

Theories Applied (e.g., Janis, Asch, Social Comparison):

- _____
- _____

How These Theories Explain Groupthink Patterns:

- _____
- _____

Evidence-Based Strategies to Reduce Groupthink:

- _____

Role of “Devil’s Advocate” or Psychological Safety:

- _____

Step 5: Active Experimentation – Groupthink Prevention Plan (25 min)

Organizational Context (Hypothetical):

- _____

3 Strategies to Promote Open Dialogue and Reduce Groupthink:

1. _____
2. _____
3. _____

Conflict Resolution Recommendations:

- _____

Balancing Group Cohesion with Diversity of Thought:

- _____

Visual Notes for Class Presentation (e.g., flowchart concept):

- _____

Step 6: Full-Class Debate (15 min)

Which Plans Were Most Adaptable or Effective?

- _____

Risks or Limitations of Proposed Strategies:

- _____

Step 7: Reflection & Takeaways (10 min)

Key Learning About Groupthink:

- _____

How You Will Apply Prevention Strategies in Teams:

- _____

Key Takeaway from the Class Debate:

- _____

Final Reflection – Leadership Behaviors You Will Adopt:

- _____