

# Core Group Work Skills Inventory – Importance and Confidence (CGWSI-IC)

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**Instructions:** The CGWSI consists of 27 items. Each item describes a behavior that may or may not be useful to being effective as a group member or group leader. Please rate the importance of each item and your confidence in being able to do what the item describes by circling the number that represents your rating.

	<u>Importance</u>				<u>Confidence</u>			
	1: Very unimportant	2: Unimportant	3: Important	4: Very important	1: Very unconfident	2: Unconfident	3: Confident	4: Very confident
1. Evidences ethical practice in group membership or leadership	1	2	3	4	1	2	3	4
2. Evidences best practices in group membership or leadership	1	2	3	4	1	2	3	4
3. Evidences diversity competent practice in group membership or leadership	1	2	3	4	1	2	3	4
4. Develops a plan for group leadership activities	1	2	3	4	1	2	3	4
5. Seeks good fit between group plans and group member's life context	1	2	3	4	1	2	3	4
6. Gives feedback to group members	1	2	3	4	1	2	3	4
7. Requests feedback from group members	1	2	3	4	1	2	3	4
8. Works cooperatively with a co-leader	1	2	3	4	1	2	3	4
9. Identifies group process	1	2	3	4	1	2	3	4
10. Works collaboratively with group members	1	2	3	4	1	2	3	4
11. Encourages participation of group members	1	2	3	4	1	2	3	4
12. Responds empathically to group member behavior	1	2	3	4	1	2	3	4
13. Responds empathically to group process themes	1	2	3	4	1	2	3	4
14. Keeps a group on task	1	2	3	4	1	2	3	4
15. Requests information from group members	1	2	3	4	1	2	3	4
16. Requests disclosure of opinions and feelings from group members	1	2	3	4	1	2	3	4
17. Provides information to group members	1	2	3	4	1	2	3	4
18. Discloses opinions and feelings to group members	1	2	3	4	1	2	3	4
19. Assesses group functioning	1	2	3	4	1	2	3	4
20. Identifies personal characteristics of individual members of the group	1	2	3	4	1	2	3	4
21. Develops hypotheses about the behavior of group members	1	2	3	4	1	2	3	4
22. Develops overarching purpose and sets goals/objectives for the group, as well as methods for determining outcomes	1	2	3	4	1	2	3	4
23. Employs contextual factors in interpreting individual and group behavior	1	2	3	4	1	2	3	4
24. Conducts evaluation of one's leadership style	1	2	3	4	1	2	3	4
25. Engages in self-evaluation of personally selected performance goals	1	2	3	4	1	2	3	4
26. Contributes to evaluation activities during group processing	1	2	3	4	1	2	3	4
27. Provides appropriate self-disclosure	1	2	3	4	1	2	3	4

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