



---

**Question: Summarize the points made in the lecture explaining how they cast doubt on the reading**

### **Groupthink**

When private institutions or government agencies need to solve problems or develop new processes they assemble groups of people to work on the task. The advantages of teams composed of many individuals over individuals working alone are several. First of all, teams of individuals can pool their intellectual resources in order to arrive at superior decisions through focused attention to the issue at hand. Group discussion leads to a more varied and in-depth approach to problem solving and idea creation. Furthermore, group discussion leads to a broad exchange of knowledge and information since groups include individuals from different parts and levels of an organization. These individuals tend to bring with them a large variety of skills, interests, and background knowledge. Often, team discussion will bring about a relevant solution, which is unlikely to be made by a lone individual. The reason for this is that a person working in isolation may be afraid of taking responsibility for making a decision whose outcome is uncertain. In a team of individuals, however, the responsibility is spread around so that no particular member can be held responsible if the decision leads to failure.

Group discussion also has the advantage of encouraging motivation in team members. The effect of working with colleagues can increase enthusiasm and provide the necessary ambience for the brainstorming activities essential to good decision-making. Finally, each individual can benefit because he or she can learn new negotiation and management skills and discover personal strengths and aptitudes through the process of achieving worthwhile goals..

