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Influence of creative abilities on group's functional and role structure.

In the article there are presented the results of research of influence of creative abilities on group's functional and role structure and on the generally group parameters of creativity; the qualitative and quantitative analysis of the received data is given.

Key words: functional and role structure of group, creative abilities, role functions.

The social demand of new innovative ideas and the sharpest necessity for innovative and active experts demands creation of effective commands created "for a problem" and supporting the set rate of work at a guarantee of high productivity.

Now creation of these commands is complicated. So, despite of existence of some works devoted to this subject, there are complexities in establishment of unequivocal dependence between individual psychological characteristics of subjects and characteristics of groups formed by these subjects [3, 4].

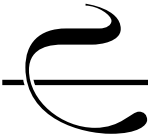
In the research there have taken part 72 examinees male and female in the age of from 19 till 20 years, students of 3, 4 forms of High educational establishments.

The purpose of this work consists in revealing of specificity of influence of creative abilities of group members on its functional and role structure as one of the reasons of a divergence between the properties shown by the individual and properties of group as a whole. Ability to creativity acts as such property. Achievement of the aim was realized in four stages.

1. Carrying out of research of creative abilities of examinees by means of a technique of the "Circles of E.Torrens" subtest, in view of the amendments formulated in the concept of M. Vallakh and N. Kogan [5].

2. Formation of groups, depending on a level of creative abilities by results of the spent testing where the first type of groups is formed of examinees with a low level of development of creative abilities; the second includes the groups formed of examinees possessing an average level of development of creative abilities; the third type includes groups with a high level of creative abilities among examinees. Thus, into each type there entered seven groups incorporating four persons. Thus, the total of examinees reached 72 examinees.

3. Carrying out of research of group creative abilities by means of "Construction of squares" techniques from the collection of tasks of V. Bolkhovitinov [2]. The essence of the technique consists in the following. The composition of five squares is shown to the group of examinees. The task of examinees consists in that, having removed the certain quantity of lines of components of the side of any square and having added a quantity of lines in exchange, to receive other number of squares, something that has been originally presented in conditions of the task. For simplification of thought process squares were made from matches, on the pattern represented in the form. The estimation of results is spent by quantity of correct decisions and the general number of the offered variants.



4. Carrying out of inspection of groups of examinees by means of the technique created by A.K. Belousova for participants of subgroups estimation of partners from the point of view of performance of functions of self-organizing of their joint cognitive activity [1]. The technique allows to correlate participants of joint activity with one of four cognitive functions: selection, generation, sense translation or management, realizations and as a consequence to define role function that the examinee had in group.

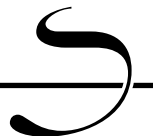
The qualitative analysis of creative abilities of types of groups has revealed the insignificant distinctions of this parameter between the third and the second type of groups, in spite of that the members of the third type of groups considerably surpassed a level of creative abilities. Thus, the first type of groups considerably yielded on this parameter to both the first and the second type.

Interestingly, that the groups of the second type incorporating individuals with average creative abilities surpassed on a parameter of creativity the group of the third type, though not considerably.

Explanations to this can be found in the quantitative analysis of results spent by means of a technique of A.K. Belousova which shows significant distinctions in number of the coordinated elections of examinees at correlation of members of group with the certain role function. The amount of similar elections varied from group to group; that testifies to a different sociometrics status of types of groups.

In groups of the first type average values at role functions elections have shown following values. Function of generation has received on the average 1,83 elections that testifies to a low degree of differentiation of this group duty. During joint cognitive activity a role of the generator of ideas was played by several persons at once, not having strongly pronounced achievements in opinion of other members of group. On the contrary, function of sense translation is presented by significant amount of elections – 2,33. Evidently, because of disputes arising between carriers of competing functions, a role of participants able to adjust interaction has increased, and owing to the limited number of group members, the competition has not arisen at this level. The amount of elections on selective and executive function has made 1,6 elections. Such low parameters can be connected with uncertainty, instability of group duties because of the low general intensity of joint cognitive activity. Probably, that at such weak expressiveness of creative abilities which is characteristic for groups of this type, examinees did not cope with tasks and have not been included fully in the processes of joint activity. At absence of object of thinking capable to unite participants of cognitive activity, members of group could not show functional predispositions inherent in them in a full manner.

In groups of the second type average values of elections has appeared below, than in the first. For the function of realization they have made 2,66. It means, that in groups this function shared, at least, two examinees, whose contribution was not significant enough for definition by only one member of group, the carrier of function. The least value was received by the function of selection or criticism – 2,16. It is explained, apparently, by that, at equal creative potential, each of members of group is capable to estimate decision variants of another and, hence, to state them a corre-



sponding estimation. The greatest value was received by the function of sense translation or administrative – 2.83, but thus its values differ from others only in a small degree. Nevertheless, prevalence of administrative role function can testify to aspiration of participants of cogitative activity to increase the efficiency through delegations of powers to one of group members. Rather small number of elections speaks that such strategy has succeeded not to the full, and in groups of the second type management was carried out from several centers.

In groups of the third type the average results on functions were distributed as following. Function of generation has received on the average 1,5 elections. In other words, practically each participant applied for this role. Such distribution of elections, obviously, speaks about a high level of creative abilities among all group members when all of them aspired to offer a correct variant of a problem decision, neglecting other duties. Other values, except an exclusion, have appeared not great. Value of selective function, unlike the previous case has appeared high enough, having made 3.66 elections. The analysis of mentions of surnames of examinees in connection with selective function, has shown, that amount of named examinees, as a rule, does not exceed one or two. The majority of participants did not aspire to critics of another's opinions, preferring to be engaged in a problem decision in own way. Those who criticized decisions of others were especially noted.

Results of the carried out research testify that group activity is influenced first of all by interaction of specific features of participants of joint activity which should be considered at formation of effective commands.

The Literature

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