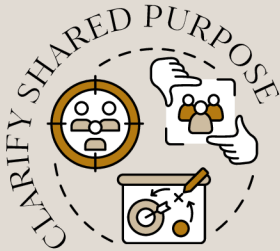# Strategies to Build Group Cohesion

Why Cohesion Matters - Group cohesion leads to better collaboration, increased engagement, stronger communication, and a sense of belonging. Cohesive groups are more successful, resilient, and fun to be part of!

CLARIFY SHARED PURPOSE

- Start with "why" - Revisit your group's mission and goals.
- Involve members in setting goals for the semester/year.
- Tip: Create a visual mission board or shared document to track goals.

BUILD STRONG COMMUNICATION

- Use group chats (e.g., GroupMe, Discord) and email consistently.
- Be transparent - share meeting notes, decisions, and plans.
- Tip: Do a quick "pulse check" at the start or end of meetings.

FOSTER PERSONAL CONNECTIONS

- Encourage members to get to know each other beyond roles.
- Host socials, icebreakers, or 1:1 buddy pairings.
- Icebreaker Ideas: "Two Truths and a Lie," "Speed Friending," or "Emoji Mood Check-In"

ESTABLISH GROUP NORMS

- Co-create expectations for how you work together.
- Discuss conflict resolution approaches.
- Tip: Use anonymous surveys to gather input on what's working and what's not.

Strategies to Build Group Cohesion

PROMOTE INCLUSIVE LEADERSHIP

- Rotate roles and responsibilities to keep members engaged.
- Empower newer or quieter voices by actively inviting them in.
- Tip: "Leadership Spotlights" to highlight member's contributions.

CELEBRATE PROGRESS & WINS

- Acknowledge small victories, not just big events
- Use shoutouts, social media, or recognition at meetings.
- Tip: Recognition boards or "Member of the Month" programs work great

CREATE SHARED EXPERIENCES

- Plan retreats, service projects, or collaborative challenges.
- Make time for traditions (e.g., welcome events, end-of-year awards)
- Tip: Even a group meal after an event can deepen bonds.

Reflection Questions for Your Group

- What brings us together?
- How do we make people feel welcome?
- What do we need to do to work better as a team?
- How can we make space for all voices?