Mere presence of others

- evaluation apprehension
- distraction–conflict
- crowding

Leading to arousal

Which makes accessible responses more likely and leads to

- improved performance when accessible responses are useful
- impaired performance when accessible responses are incorrect.

Face-to-face groups

Involves mutual influence between members and the group through

- group socialization
- group development

To manage

- task interdependence
- social interdependence
which both influence task performance because working together can cause

- motivation loss (social loafing)
- process loss (failures of coordination)

which can be prevented by group cohesion

a goal aided by effective

- leadership
- communication.