

**Table B.3b 'I' and 'other' orientation characteristics**

An 'I-oriented' group member...	An 'other-oriented' group member...
<ul style="list-style-type: none">• takes his or her own ideas, opinions, concepts and questions as a point of reference for learning;	<ul style="list-style-type: none">• takes ideas, opinions, concepts and questions of others as point of reference for learning; the 'other', however, has to be acknowledged as an 'authority';
<ul style="list-style-type: none">• likes to discuss, critically analyse situations and statements. Likes to criticise the ideas of others;	<ul style="list-style-type: none">• likes to absorb and accumulate knowledge;
<ul style="list-style-type: none">• talks and interrupts frequently in group discussions; regularly comes up with new and creative ideas and viewpoints;	<ul style="list-style-type: none">• is a good listener and tries to analyse information in a detailed and thorough manner;
<ul style="list-style-type: none">• has more problems with the detailed and concise elaboration of assignments, with revealing sources and checking information.	<ul style="list-style-type: none">• often chooses one approach in group processes and sticks to that. Faces problems with unstructured discussions and is eager to know what the assignment is.