



# Groupthink

## Symptoms and Strategies

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# SYMPTOMS OF GROUPTHINK

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1. Illusion of Invulnerability
2. Belief in the Inherent Morality of the group
3. Rationalization
4. Stereotypes of Out-Groups



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# SYMPTOMS OF GROUPTHINK

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5. Self-Censorship
6. Direct Pressure
7. Mindguards
8. Illusion of Unanimity



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# Strategies to Avoid Groupthink

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- ◆ Open Climate
- ◆ Avoid isolation of the group
- ◆ Assign members the role of critical advisor
- ◆ Avoid being too directive