

### Overview

**DSM-5's Definition of a Mental Disorder** causes "clinically significant distress or impairment in social, occupational, or other important areas of functioning"

**Group Work** Group therapy is a form of psychotherapy that involves one or more therapists working with several people at the same time

### The Corey's Perspective on Group Work

Groups are not a second-rate approach to helping people change, Groups are the treatment of choice, Groups offer a natural laboratory where people can experiment with new ways of being

**Group Process:** All the elements that are basic to the unfolding of a group from beginning to end

**Group Process Examples:** Group norms, Generating trust and cohesion, Conflict and reluctance, Intermember feedback, Healing forces within the group, Stages of group development

### Types of Groups

**Task group** aims to foster accomplishing identified work goals, Tends to focus on a particular theme. *Ex: committees, planning groups, community organizations*

**Psychoeducational group** aims at preventive and educational purposes aims to educate well-functioning group members who want to acquire information and skills in an area of living

**Group counseling** utilizes methods of interactive feedback within a here-and-now time framework - members deal with the often difficult problems of living through support and problem solving

**Group psychotherapy** aims at remediation of in-depth psychological problems, often focuses on past influences of present difficulties

### Brief Group Therapy

1. Time limited, structured, lasts 2 to 3 months, and consists of 8 to 12 weekly sessions      2. Facilitators need training in group process and brief therapy

**Advantages of BGT:** well suited to the needs of both clients and managed care, cost-effective, widely applicable to diverse client populations and problems can be used in different settings

### Multicultural Group Work

1. To promote human development and to enhance interpersonal relationships, 2. To promote task achievement
3. To prevent or identify and remediate mental, emotional, or behavioral disorders and associated distress that interfere with mental health
4. To lessen the risk of distress, disability, or loss of human dignity, autonomy, and freedom 5. Diversity competence involves deep understanding of own culture
6. Culturally competent group workers are aware of their biases, stereotypes, and prejudices apply skills and interventions that are congruent with members' worldviews
7. Ethical practice entails diversity competence
8. Engage in experiential activities and personal growth opportunities to increase awareness of different cultures stay up to date with current readings
9. Consider the impact of adverse environmental factors in assessing group members' problems
10. Understand how their values and beliefs influence their facilitation of a group



### Multicultural Group Work (cont)

11. Respect the roles of family and community hierarchies within a member's culture, members' religious and spiritual beliefs and values
12. Respect
13. Acknowledge that ethnicity and culture influence behavior

### Group Counselor:

**Personal Characteristics of Effective Group Leaders** Courage, Self-awareness, Goodwill and caring, Becoming aware of one's own culture, Stamina, Willingness to model, Commitment to self-care, Belief in group process, Presence, Ability to identify with others' pain, Openness and nondefensiveness, Personal Power, Sense of humor and inventiveness, Personal dedication and commitment

**Optimal Group Climate:** Safe, positive, and supportive, yet strong enough to withstand highly charged emotions, challenges and interactions between members. Leaders skills are significant in creating an optimal climate.

**Group Leadership Skills:** Active listening, Reflecting, Clarifying, Linking, Initiating, Suggesting, Interpreting, Facilitating, Supporting, Evaluating, Empathizing, Questioning, Modeling, Blocking, Assessing, Confronting(do not label people), Summarizing, Terminating

### Co-Leadership

**Advantages:** Decrease burnout, Less overwhelming to respond to the needs of the group, Co-leader peer supervision is beneficial, Help with managing counter-transference, Co-leader can help process members reactions to other leader

**Disadvantages:** Poor Selection of a Co-leader, Random assignment to another leader, Failure of the two leaders to meet regularly

### Research

**Developing a Research Orientation to Practice:** Allows group clinician to remain flexible/responsive to new evidence, Critically evaluate new developments in the field of group work, Process and outcomes focused research of groups can help to demonstrate accountability

**Downfalls of Current State of Research in Group Work:** Lack of collaboration between researchers and practitioners continues to be a key problem in group work, Although experimental studies may have internal validity, they may have little practical value to group workers, Practitioners and researchers need to develop mutual respect for what each can offer and increase their collaboration.

### Group Ethical Issues

Ethical issues pertain to the standards that govern the conduct of professional members. These standards can be found in the ethics codes of the various professional organizations

Legal issues define the minimum standards society will tolerate, which are enforced by the rule of law at the local, state, or federal level

Clinical issues involve using your professional judgment to act in accordance with ethical and legal mandates

Cultural Issues include a person's ethnic background, gender, sexual orientation, religious affiliation, values, or other differences that affect the way we understand and intervene with clients' problems.

### Informed Consent

**Informed Consent:** Provide members with adequate information that will allow them to decide if they want to join a group

**Some information to give prospective members:** The nature of the group, The goals of the group, The general structure of the sessions, What is expected of them if they join, What they can expect from you as a leader

### Group Stages

**Pregroup Stage:** consists of all the factors involved in the formation of a group including designing a proposal for a group, attracting members, screening and selecting members, and the orientation process



## Group Stages (cont)

**Initial Stage:** Orientation and exploration, and members tend to present the dimensions of themselves they consider to be socially acceptable. This phase is generally characterized by a certain degree of anxiety and insecurity about the structure of the group. As members get to know one another and learn how the group functions, they develop the norms that will govern the group, explore fears and expectations pertaining to the group, identify personal goals, clarify personal themes they want to explore, and determine if this group is a safe place. The manner in which the leader deals with the reactions of members largely determines the degree of trust that develops.

**Transition Stage:** During this stage, the leader's task is to help members learn how to begin working on the concerns that brought them to the group. It is the members' task to monitor themselves and learn to express them verbally. Leaders can help members come to recognize and accept their fears and defensiveness and can assist members in working through their anxieties and any reluctance they may be experiencing. Members decide whether to take risks and speak of the things they may be holding back because of what others might think of them.

**Working Stage:** Characterized by a deeper level of exploration, which builds on the significant work done in the initial and transition stages. During the working stage, the group may return to earlier themes of trust, conflict, and reluctance to participate. As the group takes on to earlier themes of trust, conflict, and reluctance to participate. Commitment is necessary to do the difficult work of moving forward. All members may not be able to function at the same level of intensity, and some may remain on the periphery, holding back and being more afraid to take risks.

**Final Stage:** A time to further identify what was learned and to decide how this new learning can become part of daily living. Group activities include terminating, summarizing, pulling together loose ends, and integrating and interpreting the group experience. The group will deal with feelings of separation, identify unfinished business, review the group experience, practice for behavioral change, design action plans, identify strategies for coping with relapse, and build a supportive network.

## Termination

Providing members with suggestions for transferring what they have learned in the group to the environment they will return to without the continuing support	Preparing people for the psychological adjustments they may face on leaving a group
Arranging for a follow-up group, Telling members where they can get additional therapy	Being available for individual consultation at the termination of a group

## 5 Stages of Group Development

**Forming** People join the group and then define the group's purpose, structure, and leadership **Characteristics:** anxiety, acceptance, approval, commitment, norms, pleasantness, meaning, trust. **Leaders:** *Linking:* process of connecting persons with one another by pointing out to them what they share in common. *Cutting off:* making sure new material is not introduced into the group too late to the session and preventing members from rambling. *Drawing out:* opposite of cutting off, asked the quiet folks to chime in.

**Storming** Team members experience conflicts about interpersonal issues and differences in perspectives. **Characteristics:** resistance, top/bottom, power, dominance, control, hostility, anger, transference, stability **Leaders:** *conflict resolution skills*, encourage group members to use I statements to avoid questioning one another.

**Norming** Close relationships and cohesiveness **Characteristics:** group identity, near/far, intimacy, productive, group closeness **Leaders:** support, empathize, facilitate, and use self-disclosure throughout the norming stage.

**Performing** The group is fully functional and works on group task **Characteristics:** summarizing, transfer skills, loss/sadness, detaching, distancing



### 5 Stages of Group Development (cont)

**Adjourning** Concern with wrapping up activities rather than task performance **Characteristics:** dealing with feelings of separation

### Group Norms

Norms enable a group to attain its goals and can be implicit or explicit, made at the initial stage

**Examples of group norms:** -Expectation of promptness and regular attendance -Sharing meaningful aspects of themselves -Expectation of giving feedback -Encouraged to support and challenge others -Encouraged to focus on the here-and-now

### Leader Skills

**Active Listening:** Focuses the attention on the speaker and lets the speaker know that you are listening and understanding

**Reflecting:** Paraphrasing, reflecting meanings and feelings back to the speaker, and summarizing what has been said

**Clarifying:** Clarify vague or ambiguous thoughts, feelings or behaviors by asking the client to restate what s/he has just said or by stating to the client what the counselor has understood the client to have said

**Linking:** The therapist points out group members that share the same concerns, and encourages them to work together

**Initiating:** eExpressing thoughts and feelings, making observations, being direct



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Not published yet.

Last updated 6th January, 2023.

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