

Group Work

Comps Preparation Study Guide #4

Explain the Johari Window.

Devised by Joe Luft and Harry Ingham, the Johari window is a useful model for describing human interaction. The window, divided into four panes, represents four different types of personal awareness: open, blind, hidden, and unknown.

- **The open quadrant (the arena]** is information known by the person and by others.
- **The blind quadrant (the blindspot)** is information about himself that the person does not know but that others do know.
- **The hidden quadrant (the facade)** is information the person knows about himself but that others do not know.
- **The unknown quadrant (the unknown)** is what the person does not know about himself and others also do not know.

The window is used in self-help groups and in corporate settings. Group participants select adjectives from a list of fifty-five to describe themselves and other group members. The selected adjectives are then mapped onto a "window" for each individual. The goal of the exercise is to improve self awareness and mutual understanding.

Give a brief history and
definition of group counseling

Group counseling is a situation in which a counselor works with several people who are all concerned with the same or a related problem or behavior. Psychodrama, which can be considered a precursor to group therapy, dates back to at least the early 1600s. In the United States group therapy started in the late 1800s and early 1900s in such organizations as Hull House as an effort to help immigrants adjust to life in their new country. In 1931 Jacob Moreno invented the term "group therapy" as a description for the role-playing in psychodrama. The growth of group therapy was encouraged by the shortage of individual therapists following World War II. The first professional association for group therapists, The American Society for Group Psychotherapy and Psychodrama was formed in 1942 by Moreno, and in 1943 S. R. Slavson founded the American Group Psychotherapy Association. In December 2003 the Association for Specialists in Group Work was established as a division of the American Counseling Association.

Define the following terms:
universality,
intellectualization,
scapegoating,
resistance,
norms,
gatekeeper,
and isolate role.

Universality - something that is true for all times and places, also the understanding that one is not alone in experiencing a particular problem or situation.

Intellectualization - using reasoning to protect oneself from emotional stress or conflict.

Scapegoating - blaming someone who may not be responsible for the action or event.

Resistance - behavior in a group that interferes with the work of the group.

Norms - a group's standards of acceptable behaviors.

Gatekeeper - a person in a group who wants to be in charge and tries to manage the group - may not work on his or her own problems.

Isolate role - the person in a group who receives little or no attention - he or she may be afraid to participate or other in the group may actually ignore him or her.

List the four issues that must be considered when forming a counseling group.

1. The first issue is **membership** - will the group be **homogeneous** with members who have a similar problem or **heterogeneous** with members who have separate problems and may have trouble relating to each theirs? Will the group be **open** and welcoming to new members if some original members leave or closed with a set group of members?
2. The second issue is the **size** of the group. Optimum size for an adult group is eight, but children's groups should be smaller with only three to four members for the very young.
3. The third issues is **duration** of the group. How long will the group meet?
4. The fourth and final issue is the **duration** of the meetings, which can run ninety minutes to two hours for adult outpatients, but should be no more than twenty or thirty minutes for young children.

List the ethical considerations
that apply to group counseling.

Before the sessions begin the members should be fully informed of what to expect and what will be required of them.

They should consent to participation unless their attendance is required for some reason. If a member is a juvenile, the informed consent would apply to a parent or guardian.

The members should be informed if the sessions will be connected in any way to a research project.

They should understand the rights they have - freedom from undue pressure, voluntary participation, and freedom to leave the group.

Information concerning the skills and competencies of the group's leader(s) and the resources available to the participants should be given to each member.

The importance and limits of confidentiality, both as it applies to what the counselor learns about each member and what they learn about each other, should be carefully explained.

Discuss the screening
process for group counseling members.

Prospective members for a counseling group are usually screened through an interview with the group leader.

Typically the counselor will discuss the goals and purpose of the group, the rules, the appropriateness of the group for the prospect's needs, and confidentiality issues with the prospect.

The counselor will also try to assess the attitude, motivation, and characteristics of the prospective member, since successful groups need members who are of similar intellectual levels and who do not exhibit disruptive or dominating behavior.

During the interview, the prospective member should have a chance to explore whether or not group counseling is appropriate for him or her.

List the 11 curative factors of group counseling identified by Irvin Yalom.

The eleven curative factors are:

1. **instillation of hope** - which encourages participants to continue with the group since it seems likely that needs will be met
2. **universality** - which lets the group members know they are not alone with their problems
3. **imparting of information** - participants share information and resources and give advice to each other
4. **altruism** - raises self-esteem, helps the members feel needed and useful
5. **corrective emotional experience** - increases understanding of how one interacts with others
6. **development of socializing techniques** - members develop coping and conflict resolution skills
7. **imitative behavior** - members learn by seeing how others solve problems;
8. **interpersonal behavior** - the group can provide positive interpersonal relationships
9. **group cohesiveness** - the group provides a safe environment with feedback
10. **catharsis** - emotions can be purged
11. **existential factors** - participants learn that they must take personal responsibility for their own behavior.

List the leadership
functions defined by Yalom.

Among the functions necessary for leaders in group counseling is the creation of a caring environment that will encourage trust and self disclosure among the group members.

The leader must also manage the group, guiding the activities, setting the pace for the sessions, and stopping any inappropriate interactions. He or she must interpret what takes place by clarifying, reviewing and explaining.

The leader must encourage the members to express emotions, values, opinions, and beliefs and to confront and challenge each other when such activity is appropriate.

Provide details of Michael
Waldo's theories on group
counseling.

According to Michael Waldo the problems of the group members should determine the type of leadership appropriate for that group.

The problems should also determine whether the group is an inpatient or outpatient one and other such functions as time limits and the goals of the group.

Other functions that should be determined by the type of client involved would include the level of emotional stimulation, how strictly the leader controls the content of the meeting and how he or she puts that content to the group members.

Discuss Jacob Moreno's
theories on group counseling.

Moreno, who was associated in the 1920s with the "Theater of Spontaneity" in Vienna, became a leading figure in the use of psychodrama. He believed psychodrama could be used to help a troubled person reach insight and catharsis, as well as for reality testing. During psychodrama the group leader serves as the director with members of the group taking the needed actor roles, including that of the protagonist, while other members serve as the audience. A portion of the meeting room may serve as the stage or the action may move to a different location.

Discuss multicultural issues that must be considered the group counseling setting.

Before starting work with a group that will include multicultural members, the counselor needs to educate himself or herself about those cultures. Attention to such factors as manners (greetings, whether or not it is polite to look directly at or touch a person, etc.), sharing personal information, and displaying emotion are especially important since different ethnic groups place different values on such factors.

What is completely acceptable to a person from one background may be an unforgivable insult to a person from another. A discussion of such differences along with information about the purpose, goals, and techniques of the group plus a question and answer session may need to be a large portion of the first group meeting. For the group to develop cohesion, it is essential that cultural differences be respected.

Define the following family therapy terms: mimesis, perverse triangle, skeleton keys, Integrative psychotherapy, and XO.

Mimesis - as defined by Minuchin, the copying of a family's style by a counselor.

Perverse triangle - as used by Hayley, the situation in which two members of a family team up against another member in an effort to reduce his/her authority.

Skeleton keys - as used by Steve deShazer, a standard intervention that can be used in dealing with several problems.

integrative psychotherapy - the integration of multiple therapy approaches, used by 30% to 50% of therapists.

XO - an abbreviation used by counselors. X means treatment and O indicates observation. Can also indicate a measurement, score or dependent variable.

Define the psychoanalytic
family therapy terms:
object,
splitting, and
projective system.

Object - the person, thing, or concept to which a person relates. Can also refer to a transition object such as a blanket or stuffed animal, which a child cuddles or holds as a comfort device when the mother is not present.

Splitting - the separation of contradictory or conflicting thoughts so that they can be handled separately since the person cannot consider them together.

Projective system - because of childhood events or relationships, a person has unrealistic expectations of someone with whom s/he has an adult relationship. The term was defined by Robin Skynner.

Describe the
classification of
groups designed by
Gerald Caplan.

Caplan divided counseling groups into three types - primary or guidance, secondary or counseling, and tertiary or therapy.

Primary groups address living a healthy lifestyle and the reduction of problems.

Secondary groups deal with problems that are not severe.

Tertiary groups deal with problems that are long-standing, pathological, and may require a personality change or rehabilitation. Participants in tertiary groups may also be involved in individual counseling.

Discuss the meaning
of group dynamics and cohesion.

The dynamics of the group is the way the participants interact with each other and with the counselor or leader.

- Goals of the group
 - Content of the discussion
 - Process of the session
 - Development of trust among the group members
- all contribute to the dynamics.

Cohesion is the development of a sense of belonging and inclusion among the members. This usually results from self-disclosure by the members along with the lowering of defenses and commitments to each other. The group develops cohesion more quickly when the members have some characteristics in common.

Groups are defined in part by their goals.

List types of groups and their primary goals.

Guidance - basically educational and may be led by someone without formal psychological training. These groups are often used by schools and other youth organizations in an effort to prevent behaviors such as unwanted pregnancy or drinking. "Affective education group" or psychological education group" are other names for this type.

Counseling - lead by a trained counselor, this type of group has the goals of preventing problems and helping participants to grow and develop.

Psychotherapy - lead by a professional with advanced training, these groups address severe problems involving remediation and treatment.

Psychoeducation - used by social services, mental health agencies, and universities, these groups provide education and skill building for growth and the prevention, management, and remediation of problems.

Structured - deals with a single problem such as anger management or drinking.

Self-help - leader is not usually a professionally trained counselor; these groups help participants deal with such stress-inducing issues as weight management.

T-group (training group) - these groups are often used to help employees build and improve interpersonal skills.

Discuss leadership styles.

Three main styles of leadership have been identified.

1. **Autocratic or authoritarian leaders** may accomplish goals quickly but may generate resentment because of their exercise of control and power.
2. **Democratic leadership** is inclusive of all members of the group, allowing all to contribute, and helping to generate feelings of belonging. However this style is not the best for all situations.
3. Leaders who practice **laissez-faire** set few rules or structures and allow members to do as they wish. This style can be quite effective with groups committed to a common goal such as a workgroup.

Discuss the roles of group members.

Each member of a group assumes a role. Some roles advance the work of the group, some promote social interaction, but others hinder the functioning of the group.

Among the work-related roles are

- Information seeker
- Opinion-seeker
- Opinion giver
- Energizer
- Initiator
- Elaborator.

Social roles include

- Encourager
- Compromiser
- Standard setter
- Follower.

Hindering roles include:

- Aggressor
- Blocker
- Recognition seeker
- Dominator
- Special interest pleader

List the core skills needed
by group counselors
according to the Association
for Specialists in Group
Work.

Counselors must be able to manage the group by opening and closing sessions, keeping the session on track, connecting common issues, insuring that each member works on his or her issue, confronting the behavior of members, and stopping unproductive behavior. They must encourage participation by all members, be supportive of the group members, and be attentive to and acknowledge the behavior of each member. They must have the ability to act as teacher and model, give and receive feedback, clarify and summarize statements, practice self disclosure, ask questions including open-ended ones, provide empathy, observe and identify group process events, assist members in integrating and applying experience and learning, listen actively, and set goals. The counselors must have an understanding of counseling theories and group dynamics. Finally, they must adhere to the ethical and professional standards of group practice.

List the positive
aspects of working with
a co-leader.

Having more than one leader for a group gives the members a wider range of experiences and insights, especially when the leaders are of different genders, races, cultural backgrounds, etc.

Co-leaders facilitate interaction within the group, provide a safer environment, reduce burnout, and insure that the group can continue when one leader must be absent.

For the co-leadership to be successful, the leaders must be cohesive, share theoretical orientations, trust each other's competence, and not indulge in behavior that might fragment the group.

While all co-leaders benefit from the situation through regular exchanges of information and feedback and the shared responsibility, such an arrangement is especially helpful for new leaders when they are teamed with more experienced persons.

Discuss the stages of a group.

Groups develop through stages as the participants get acquainted and learn to work together. Three or four main stages have been identified by leaders in the field.

1. Formation or Trust/Orientation is the period when each member decides if he or she can fit into the group, if s/he can be comfortable with the leader and the other members, and to what extent s/he will participate.
2. Work/Productivity or Transition is the stage during which the group members show caring and empathy for each other, give feedback, encourage each other, and confront each other when needed. Participants began to see how they can accomplish their goals and positive changes take place.
3. Closure or Consolidation and Termination is the period during which the group reviews what has been accomplished and if some goals were not met The leader encourages members to continue to use the skills they have gained through the group.

Give the purpose of family counseling.

Family counseling is a type of group counseling. The group involved maybe a single family or consist of members from several families. The goal of these groups is to identify problems in the family and resolve the problems by improving communications, changing behaviors and treating different interaction patterns.

The counselor may work with parents and children together, or in group couples counseling, with just the adult couples.

In group couples counseling, the group may deal with problems between the couple or problems the couple has with their children.

Discuss how
psychoanalytic theory
can be applied to group
work, including
multicultural
considerations.

Since psychoanalytic counseling involves dealing with today's problems by exposing and understanding the past. such a group will concentrate on family history, early relationships, and suppressed emotions.

Such factors will be discussed, analyzed, and interpreted.

Such open handling of personal information and the exposure of emotions may be unpleasant or even impossible for persons from cultures that put a high value on reticence and reserve. Persons from some cultures will want the counselor to be authoritarian and may not like the long-term commitment usually required by psychoanalysis.

Discuss the application of Gestalt theory to group work, including multicultural considerations.

Gestalt therapy is based on the idea that mature persons determine their own path in life and accept responsibility for their decisions and actions.

Gestalt counseling groups have the goal of helping group members become more aware of their thoughts and emotions in present time so that they may translate that awareness into changes toward maturity.

Techniques such as guided fantasy, role-playing, and confrontation are used.

In a multicultural group, techniques can be chosen and adapted to accommodate the different cultural backgrounds of the group members.

Discuss how person-centered theory can be applied to group work, including multicultural considerations.

The goals of a person-centered group are to help the members better understand themselves and to bring each one closer to self-actualization.

The counselor for such a group will establish an atmosphere that encourages the members to be open and to express their opinions and emotions as they work toward changing their self-concepts.

There will be few structured techniques, and the counselor will practice active listening and reflection.

In such a group multicultural values will be respected, but some clients may prefer a more structured and less open approach.

Discuss behavioral
counseling groups,
including multicultural
considerations.

The counselor for a behavioral group is a teacher and expert. The goal of the group is to modify problem behaviors and improve each member's coping skills.

Techniques may include such activities as contracts, reinforcement, modeling and analysis of the learning process and the situations that produce the troublesome behaviors.

Behavioral counseling may appeal to multicultural clients because the emphasis is not on expressing emotion, goals are specific, and the duration of the counseling is short-term. One consideration for clients from some cultures is fitting the changed behaviors into their cultural context.

Discuss the application of transactional analysis theory to group work, including multicultural considerations.

The counselor in a transactional analysis group serves as a teacher. The goal of the group is to change the life pattern of each member through increasing self-awareness and awareness of others, the understanding of past life scripts and the games in one's life, and freeing oneself from them.

The counselor may use such techniques as role-playing, contracts, interrogation, and confrontation.

Transactional analysis is appropriate for clients from many different cultures since its emphasis on the past can allow for cultural values.

Discuss how Reality theory is applied in group work, including multicultural considerations.

In a reality counseling group the counselor guides the members as they examine their behavior, develop plans for change, and carry out their plans.

He or she must also tailor activities and goals so that the individual concerns of the members are considered.

The aim of the therapy is for the group members to improve their life situation through gaining better control of and more responsibility for their behavior.

Persons from cultures that do not like to reveal emotions may find this type of group a good fit.

Discuss rational
emotive behavior
counseling groups,
including multicultural
considerations.

The counselor for a rational emotive behavior group must balance process and outcome oriented activities.

Among the techniques he or she may use are role-playing, self-discipline exercises, homework, and modeling.

The goals of a group involved in this type of cognitive therapy include changes in thought and behavior patterns that promote greater self-acceptance and eliminate self-defeating behaviors and illogical thinking.

The counseling is based more on thought and action instead of on the expression of emotions.

This type of group appeals to clients from cultures that place a high value on strong leaders as well as those that discourage the display of emotion,

Describe the differences between group sessions that are structured versus unstructured.

Some structure is required at the start of any group in order to take care of the necessary chores of getting the group organized, setting goals, etc.

The leader of an **unstructured group** will take a laissez faire approach to the later sessions and there will be few rules and guidelines for how the sessions will progress.

A **structured group** will have a leader who is either authoritarian or democratic. Group activities will be planned and techniques chosen to follow the particular type of counseling used.

Discuss how Adlerian theory is applied in group work, including multicultural considerations.

Adlerian theory has its base in the ideas that human behavior is purposeful and goal-oriented and that feelings of inferiority and a lack of social connectedness create emotional problems.

In a group using Adlerian theory, the counselor guides the group members as they examine their early history, the roles of their families in their lives, their birth order, their lifestyles, and their belief systems.

The group activities help the members to become aware of their strengths, improve their self-esteem, and accept responsibility for their behavior.

This type of counseling may not be the best fit for clients from cultures that discourage sharing personal information.

Define the following terms:
risky shift phenomenon,
T-group,
self-help groups,
sociometry,
Karpman's Triangle,
horizontal interventions,
vertical intervention, and
group work grid.

Risky shift phenomenon - a person is likely to make a riskier decision is part of a group than he or she would alone

T-group - a training group - can be for improving human relations such as a sensitivity training group.

Self-help group - can be a support group - a group of people who share a common problem such as weight control or drinking - leader may not be a professional counselor - members share knowledge and encourage each other.

Sociometry - a method developed by Jacob Moreno for measuring social relationships in groups.

Karpman's drama triangle - in transactional analysis a psychological and social model of interactions that shows the roles of victim, persecutor, and rescuer.

Horizontal interventions - the counselor works with the group as a whole.

Vertical intervention - the counselor works with individuals within the group.

Group work grid - developed by R. K. Coyne - a model that shows four levels of intervention (individual, interpersonal, organization, and community/population)