Group Counseling & Group Work

Group questions usually describe what is happening in a group and ask what stage it is in or what the leader should do. Know the stages, Yalom's factors and the core leader skills.

> **Where it shows up on the NCE:** Counseling Skills & Interventions; Professional Practice & Ethics (screening, confidentiality in groups).

Group stages

Tuckman (1965, 1977)	Corey	What the leader focuses on
Forming	Initial	Orientation, trust, ground rules, confidentiality, goals
Storming	Transition	Conflict, resistance and anxiety; address it openly
Norming	(Transition into working)	Cohesion and shared norms develop
Performing	Working	Members take risks, give feedback and work on goals
Adjourning	Final	Termination, consolidating learning, saying goodbye

Yalom's therapeutic factors

- Instillation of hope
- Universality ("I'm not alone")
- Imparting information
- Altruism
- Corrective recapitulation of the primary family group
- Development of socializing techniques
- Imitative behavior
- Interpersonal learning
- Group cohesiveness (the group analogue of the therapeutic relationship)
- Catharsis
- Existential factors

Types of groups (ASGW)

Type	Purpose
Task / work	Accomplish a goal (committees, teams)
Psychoeducational	Teach skills and information; often structured
Counseling	Address everyday problems and growth
Psychotherapy	Address more serious, long-standing problems

Leadership and process

Lewin's leadership styles	Autocratic (leader directs), democratic (shared), laissez-faire (hands-off).

Member roles (Benne & Sheats)	Task roles, maintenance roles and self-centered (individual) roles.
Leader skills	Linking, blocking, cutting off, drawing out, holding the focus, go-rounds, modeling, summarizing.
Process vs. content	Content is what is said; process is how members relate while saying it.
Screening	Required before group (ACA A.9.a). Select members whose needs fit the group and who will not impede it.
Size	Groups for children are smaller (about 3–6); adult counseling groups are often about 8–12.
Johari window	Luft & Ingham: open, blind, hidden and unknown areas; feedback and self-disclosure expand the open area.
History	Pratt's classes for tuberculosis patients (1905); Moreno coined "group therapy" and created psychodrama; Lewin and T-groups.

Exam traps

- Conflict in a group is normal in the transition/storming stage; do not treat it as failure.
- Confidentiality cannot be guaranteed in groups. The leader explains this and sets norms.
- Blocking stops harmful behavior (e.g., breaking confidentiality, scapegoating).
- Cohesiveness is the factor most like the therapeutic alliance.

Quick self-check

1. Which Tuckman stage involves conflict and resistance?
2. Feeling "I am not the only one" is which Yalom factor?
3. Who coined "group therapy" and created psychodrama?
4. Which leadership style is hands-off?
5. Which skill stops a member from harmful behavior?

Answers: 1. Storming. · 2. Universality. · 3. J. L. Moreno. · 4. Laissez-faire. · 5. Blocking.

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