

SWRK 409
BASIC GROUP LEADERSHIP ISSUES
(Ragg, 2007, Garvin 2011-2012)

Leadership Styles

1. Autocratic
2. Democratic
3. Laissez Faire

Autocratic.

- Instructs
- Creates discontent (drop outs, resistance)
- Makes members dependent
- Generates hostility and aggressiveness among the group members

Democratic

- Most preferred
- Develops more group-minded dynamics (less I talk) More friendly remarks
- Mutual praise and support
-

Laissez-Faire

- Less work done
- Poorer work
- Play rather than work

Basic Group Work Skills

Individual-Focused Skills

Managing communication (individual)

1. Active listening
2. Clarifying
3. Questioning
4. Descriptive confronting

Affirming members

1. Empathizing
2. Reflecting meaning/emotion
3. Validating contributions

Group-Focused Skills

Scanning the Group

1. Identifying indicators of process/dynamics
2. Identifying developmental blockages
3. Identifying strengths

Managing communication (group)

1. Facilitating
2. Linking
3. Process Illumination
4. Supporting
5. Blocking

Orienting the group

1. Summarizing
2. Interpreting
3. Problem Identification/Initiation
4. Reality testing