

GROUP TASK DEVELOPMENT

1. **Activating Group Capacities.** As a shared vision emerges among the group members, the worker helps the members identify ways that they can use each other to accomplish their goals.
 - **Requirement Clarification.** The worker explores situations helping the members to identify what needs to occur to accomplish the group goals. The tasks, needs and possible roadblocks are highlighted so the group members can identify how to best approach situations.
 - **Capacity Identification.** When group members approach challenges, the worker helps them to identify their capacities and resources that can be applied to the group situation.
 - **Developing Action Capacity.** The worker helps the members apply their capacities toward the group goals by exploring the needs of situations and challenging the members to respond.

2. **Monitoring Collective Processes.** The worker must continually scan the group progress comparing it to group goals and healthy group dynamics. The worker intervenes at the group level to ensure that the group continues for function well. There are four core skills in this skill set.
 - **Tracking Group Progress.** Workers understand group dynamics and development. As the group responds to situations and challenges, the worker monitors the dynamics to ensure that group processes develop appropriately rather than interfere with group effectiveness.
 - **Tracking Task Progress.** Concurrent with monitoring the group dynamics, workers pay attention to group progress toward their goals. If the group is progressing, the worker allows the members to continue with relative autonomy, when progress is not evident the worker highlights the lack of progress so the group members can address concerns.
 - **Adjusting Group Work Processes.** When group processes interfere with group accomplishment, the worker highlights the processes and challenges members so they can alter their approaches to the situation.
 - **Finalizing the Work.** As the group accomplishes the goal, or it is evident that the goal will never be accomplished, the worker helps the group to end their work and make sense of their shared time together.