



SWRK 409
(Ragg, 2010, Garvin, 2011-2012)

10 TASKS FOR BEGINNING A MAINSTREAM MODEL GROUP

- 1. Establish Commonality**
 - Stress the common features, experiences or reasons for attending
 - Highlight any overlaps among members
- 2. Develop Acceptance of Difference**
 - Acknowledge obvious differences
 - Neutralize the power of differences
- 3. Establish the Group as Something Different from Other Collective Situations**
 - Model relationships that are different from what is expected in other collective situations
 - Reflect on the special qualities of the group
- 4. Develop Initial Inter-member Connections**
 - Set up opportunities to get to know each other
 - Make sure every member has someone they can look forward to seeing again
- 5. Underscore the Purpose and General Working Agreements**
 - Table the purpose of the group so it is not mistaken
 - Reflect on the purpose of the group for different people
- 6. Solicit Investment from All Members**
 - Make sure all members have some input in the early meetings
 - Place the success of the group with the membership
- 7. Begin Norming Desired Interactions**
 - If certain patterns of interaction are important begin modeling and shaping them immediately
 - Provide a rationale for new interaction patterns consistent with the purpose of the group
- 8. Begin Shaping Role Systems**
 - Identify traditional roles performed by members
 - Reinforce positive roles and provide alternatives for negative roles
- 9. Develop Decision Making and Input Systems**
 - Make sure the group gets to make some decision in the first meetings
 - Wrestle through the decision making to assure acceptance of a positive system
- 10. Find Opportunities to Empower the Members**
 - Look for opportunities to alter things according to member input
 - Work toward full group assumption of responsibility