

SWRK 409
Generalist Practice with Groups

**COMMON DYNAMICS AT THE
POWER & CONTROL STAGE**

(Ragg, 2010, Garvin, 2013)

Process Category	Group Dynamic	Typical Findings at this Stage
Structural	Decision Making	Members vie for influence in the group. Some will give in to avoid tension; others compete for positions of influence. Leader must remain active helping with decisions.
	Role Structures	Members still use their out-of-group roles. Some seek leadership roles and attempt to expand influence. Safe roles tend to be accentuated.
	Control Mechanisms	Members still rely on the leader to control the group and keep things safe. Some members are more willing to exercise control. Eventually leader control will be tested.
	Boundaries	Still no boundaries. While relationships are forming in the group the lack of safety interferes with clear boundaries. Often boundaries and rules are tested.
	Leadership	Members start vying for leadership however they are not ready for authority. There are more ideas but the expectation is that the leader is still responsible.
Interpersonal	Norms	Norms are starting to form but will be tested. People are checking responses to see how much is possible and what will be tolerated.
	Patterns of Affiliation	Conflict may emerge with members starting to identify who they like and are willing to follow. As influence emerges so does the pecking order.
	Atmosphere	Members are tense. The competitiveness and vying for influence may make some nervous. There is very little trust especially among the members.
	Tension Management	There are no systems in place so we must watch the atmosphere and intervene if people seem uncomfortable. Some members may assume work or resistance roles. Monitor for role lock and historical roles.
	Cohesion	There is no cohesion at this point. People are not committed to the group and have no investment in the group relationships. Although the conflict does give shared history. When they take on the leader as a group cohesion peaks.