COMMON DYNAMICS AT THE INTIMACY STAGE
(Ragg, 2010, Garvin, 2011-2012)

Process Category	Group Dynamic	Typical Findings at this Stage
Structural	Decision Making	Members are more comfortable contributing and providing input. Disagreements are less competitive as members increasingly are willing to share perspectives.
	Role Structures	Members are more willing to engage in new roles especially if they serve their goals or the needs of the group. Members also make less use of old, comfortable roles.
	Control Mechanisms	Inter-member accountability increases. The worker can prompt confrontation and sharing of perspectives rather than actively take control of situations. While there is still some conflict it is easier resolved.
	Boundaries	Boundaries start to take shape. There is a sense of separation between group time and other areas of life. Members develop a sense of belonging together. Personal boundaries start to decrease with increased sharing and emotional expression.
	Leadership	Indigenous leadership begins to emerge as members become more engaged in the group. The worker becomes less active as the group assumes more responsibility.
Interpersonal	Norms	Norms are now quite well established. People know what to expect in the group and how they will be treated. Members hold each other accountable for maintaining the norms.
	Patterns of Affiliation	Inter-member exchanges are more free-flowing with most members active. Members begin to share more affective material. There may be some risk of subgrouping at this time because members will identify more strongly with those they like.
	Atmosphere	The atmosphere shifts from one of tension to one of investment. Sharing personal information and vulnerability increases. Even when there is tension you can see concern. We can now use the atmosphere to identify and work through moments of hesitation or when the group runs off track.
	Tension Management	The group is better able to manage tension. Work-related roles are better distributed and tension-relieving roles are also shared. Depending on the situation, members will respond to the tension to keep it manageable. It is also possible to openly address tensions.
	Cohesion	Cohesion forms during this stage. As the group boundaries form a sense of "WE-NESS" starts to emerge. Members use more inclusive language and attend more to the group rather than just themselves. Members start to remember each others' stories and follow up.