

SOCIAL WORK WITH GROUPS
(Ragg, 2010, Garvin, 2011-2012)

***CRITICAL TASKS FOR THE MIDDLE STAGE OF
THE MAINSTREAM MODEL GROUP***

- 1. Reflect on Group Growth and History**
 - Identify changes in the group processes and historical benchmarks to illustrate movement
 - When doing this use inclusive language such as “we” “us” etc.
- 2. Reflect on Shared Feelings and Internal Processes**
 - Move the group considerations to the common processes associated with the purpose of the group
 - Try to achieve depth in the exploration and consideration
- 3. Reflect on Strengths, Successes and Unique Group Qualities**
 - Always identify areas where the group is doing well and reflect back what this indicates about the group
 - Celebrate the unique qualities of the group
- 4. Explore Differences without Losing Commonalities**
 - In decision making assure that differences are expressed and worked through in the context of the shared purpose
 - Let go of leader agendas and ideas to allow differences in the group to shape the group direction
 - Mediate and reframe differences that may become entrenched
- 5. Redirect Energy to the Group to Promote Mutual Aid**
 - As issues are expressed, defer to the group to allow members to help each other
 - Summarize and reinforce the input of the various group members
- 6. Assure Inclusion**
 - Make sure that all group members have input and influence over the group direction
 - Make sure that all group members ratify the group decisions and direction
 - Help group members to find positive roles for themselves in group activities, discussion and plans
- 7. Search for Consensus**
 - Facilitate shared agreement about activities and directions
 - Make sure acquiescence and abdication are challenged so meaningful consensus can be reached
- 8. Build on Connections and Strengths**
 - Use relationships, unique qualities and group strengths when bringing in activities
 - Look for ways to use these group qualities
- 9. Provide Opportunities for Success**
 - Defer to group decision making about direction and group action (activities)
 - Provide challenges so the group can use combined efforts to be successful
- 10. Support Self-Directed Action**
 - When the group appears to be setting its own direction, allow self-direction within the purpose of the group
 - Redirect situations that diverge from the group purpose
 - Use questions and cautions to assure that planning can be successful