SWK 409
DEVELOPMENTAL PROBLEM SHOOTING IN GROUP WORK
Ragg 2010, Garvin 2011-2012

PHASE OF GROUP DEVELOPMENT	DEVELOPMENTAL TASKS	SIGNS OF DEVELOPMENTAL PROBLEMS	PROMISING INTERVENTIONS
Beginning Phase	1. Establish the purpose of the group as a central component 2. Establish the member to member connections 3. Reduce group anxiety, fight/flight reactions 4. Negotiate mutual agreement on group contract (goals, expectations) 5. Establish group structure (spheres of influence, pecking orders etc.) 6. Support the group in testing the group autonomy vis-à-vis the leader	1. Poor member commitment to the group and each other 2. Absenteeism or drop outs 3. Lack of group direction and shifting priorities 4. Uneven commitment to the group goals 5. Development of secondary purposes that supersede the expressed purpose of the group 6. Professional leader assumes full responsibility for the group interactions and program	1. State, model and reinforce the purpose of the group repeatedly in the early sessions 2. Work from dyads to small groups and then large group tasks around contracting and rules 3. Establish self as different from other authority figures through use of democratic processes 4. Identify/use indigenous leadership 5. Comment on task orientation and hierarchies evident in the group 6. Deflect back to the group (v. assume responsibility)
Middle	Develop group norms that direct patterns of work (parameters of work and role structures) 1. Develop group norms that govern the patterns of relating (intimacy v distance, accepted group values) 2. Develop group norms that guide the handling of intermember differences and resolve conflicts (expand role options, identify strengths inherent in differences) 3. Develop group norms that guide role relationships (establish roles that are flexible, shifting leadership roles and role autonomy)	1. Lack of task/goal accomplishment 2. Conflicts and distractions in lieu of work, personal v. goal focused relationships 3. Lack of consistency in the way people are treated attacking or shot taking 4. Shallow, ritualistic interactions 5. Coalition formation/triangles & Scapegoating 6. Illusion of work/discussion 7. Confusion about roles and functions of roles that interferes with goal attainment 8. Role lock - especially in the work/resistance roles 9. Poor resource mobilization toward goals	1. Process comments to highlight problematic norms and processes - tie to presenting problems and contract 2. Reorient to the group purpose through sessional contracting or group recontracting 3. Predict the deviant triangles and coalitions before introducing issues 4. Clarify issues through identifying problem/decision and options 5. Reach for work through highlighting unspoken issues 6. Guide group in problem solving processes 7. Make hidden agendas public through process comments 8. Assign/encourage alternate roles
Group Ending	1. Help group face the ending 2. Review the group history and events 3. Explore the ambivalence involved in ending 4. Disentangle pain associated with past endings 5. Develop a way of ending that is new 6. Highlight the changes noted in members 7. Project the changes into the future (post group) 8. Predict and plan for future challenges	1. Increased absenteeism (flight) 2. Regression to pre group levels of behavior 3. Creation of crises to prolong the group 4. Avoidance behaviors and distractibility when ending highlighted (pizza party) 5. Denial that the group will end through acting as if continuance is inevitable or active attempts to have the ending postponed	1. Direct/redirect the group focus to the three times (past present and future) 2. Maintain balance between the individual and group focus on each time 3. Process comments to highlight the denial and avoidance 4. Reach for the pain associated with past endings 5. Help the group develop their own way of ending (challenge avoidance in suggestions) 6. Instil hope and faith for the future through having the group members express changes and observations that might help 7. Plan for future events and image successful navigation

Note: In the Middle row, the "SIGNS OF DEVELOPMENTAL PROBLEMS" column ends with item 10. Poor resource mobilization toward goals.