

SWRK 409
SOCIAL WORK WITH GROUPS
(Ragg, 2010, Garvin, 2011-2012)

***TEN CRITICAL TASKS FOR
FACILITATING ENDINGS***

1. Introduce the ending prior to the last session
 - Not too early but early enough to motivate needed responses let the members know that the ending is coming
 - Repeat the identification of the ending in successive meetings
2. Confront rather than collude with avoidance behaviors
 - Members will try to avoid or minimize the ending. Talk about the discomfort associated with ending and share your reactions to get things moving
 - Make sure you don't collude with members who would rather not end
3. Make the ending different from past endings
 - Take it seriously rather than avoid, minimize or ignore the impact
 - Try to make sure the ending is different from difficult past endings
 - Discuss responses to ending in an open and forthright manner
4. Attend to the feelings associated with all three times
 - Use the three times to make sure you attend to the full range of feelings
 - Track from the past to the future for smooth transitions
5. Explore individual responses as well as group responses with each time
 - Move from shared responses and experiences of ending to individual responses and back
 - When there is too much energy in individual disclosures, switch to shared experiences
6. Highlight progress and changes noted in the members
 - Help members share noted changes in each other over the life of the group
 - Both reflect on shared events and highlight individual changes
7. Highlight and reinforce what each member will take forward with them
 - Help members identify what they will take away from the group and use in their future lives
 - Sometimes provide symbolic gifts that can capture the moment as people end the group and move forward
8. Plan for challenges through helping members identify what might challenge and how they might use the group learning to meet the challenge.
 - Identify expectable challenges for the members and explore how they can meet the challenges as they arise
 - Help members visualize future success
9. Provide follow up structures that can help maintain gains
 - Consider follow up groups or meetings especially at predictable challenges
 - Networks can keep supports available to the members
10. Help members maintain a link to service that can be activated when needed
 - Keep the door open so people can return without feeling like they have failed
 - Present the need to touch base and normal