

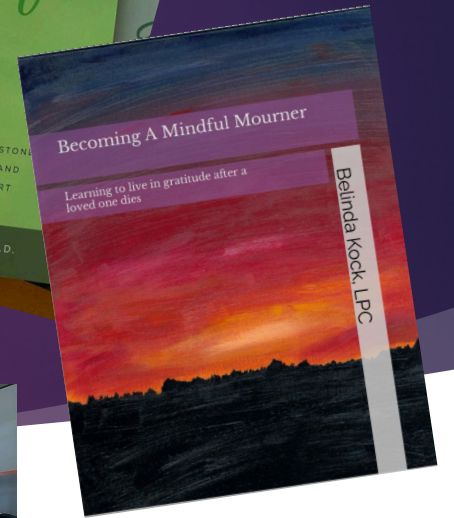
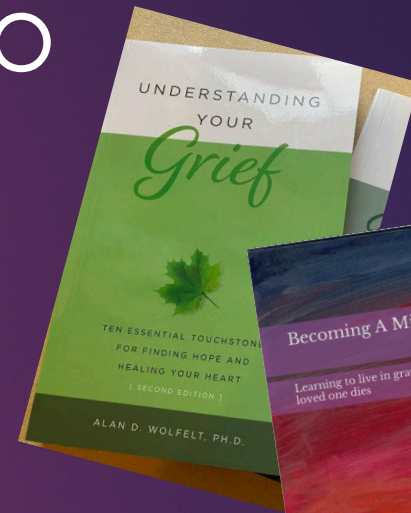


Back to Basics: Group Therapy

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Who Am I & What Do I Do



What is so Special About Group Work?

We need **Joy** as we need air.
We need **Love** as we need water.
We need **each other** as we need
the earth we share.

– *Maya Angelou*

AZ QUOTES



Objectives

- ▶ Define different types of groups
- ▶ List 10 theoretical approaches to group therapy.
- ▶ Discuss basic group facilitation skills.
- ▶ Examine the uniqueness of group leadership styles.
- ▶ Demonstrate an ethical understanding of working in a group setting.

Definitions

- ▶ **Counseling group:** consists of one or two group facilitators, a limited number of members and has a specific focus, which may be educational, problem oriented, supportive, or revolve around personal growth.
 - ▶ Tends to be growth oriented, emphasis is on discovering internal resources of strength.
 - ▶ Counselors assist group members in developing their existing skills in dealing with interpersonal problems so members will be better able to handle future problems of a similar nature.
 - ▶ The role of the group counselor is to facilitate interaction among the members, help them learn from one another, assist them in establishing personal goals, and encourage them to translate their insights into concrete plans that involve taking action outside of the group.

Definitions

- ▶ **Group psychotherapy:** a process of reeducation that includes both conscious and unconscious awareness and both the present and the past.
 - ▶ Some therapy groups are primarily designed to correct emotional and behavioral disorders that impede one's functioning or to remediate in-depth psychological problems.
 - ▶ Group therapists are typically clinical or counseling psychologists, licensed professional counselors, licensed marriage and family therapists, or clinical social workers.
 - ▶ The goal may be either a minor or a major transformation of personality structure, depending on the theoretical orientation of the group therapist.

Definitions

- ▶ **Psychoeducational groups:** feature the presentation and discussion of factual information and skill building using planned skill-building exercises.
 - ▶ Designed to help people develop specific skills, understand certain themes, or progress through difficult life transitions.
- ▶ **Task-facilitation groups:** assist task forces, committees, planning groups, community organizations, discussion groups, study circles, learning groups, team building, program development consultation, and other similar groups to correct or develop their functioning.
 - ▶ Task groups have many uses in community intervention.
 - ▶ Task groups are commonly used by school counselors who assemble a group of school personnel to develop a plan to assist students.
 - ▶ It is essential that group leaders recognize that process and relationships are central to achieving the goals of a task group.

Definitions

- ▶ **Brief group work:** the group therapist sets clear and realistic treatment goals with members, establishes a clear focus within the group structure, maintains an active therapist role, and works within a limited time frame.
 - ▶ Tend to have a preset time for termination and a process orientation.
 - ▶ Because brief group work makes unique demands on group practitioners, it is essential that those who lead these groups have had training and supervision in brief group interventions.
 - ▶ The goal may be either a minor or a major transformation of personality structure, depending on the theoretical orientation of the group therapist.



Road Map for the Stages of Group Development

Having a road map helps reduce anxiety, set clear goals, and aids in developing your unique leadership style

- ▶ **Stage 1: the *formation stage***
 - ▶ Who, What, When, and Where
- ▶ **Stage 2: the *initial stage***
 - ▶ Orientation and Exploration, Inclusion and Identity, Building Trust
- ▶ **Stage 3: the *transition stage***
 - ▶ Dealing With Reluctance.
 - ▶ Difficult Group Member or Difficult Group Leader? (Post-it Note Moments)



Road Map for the Stages of Group Development

- ▶ **Stage 4: the *working stage***
 - ▶ *Cohesion and Productivity*
 - ▶ *Cohesion as a Unifying Force*
- ▶ **Stage 5: the *final stage***
 - ▶ Consolidation and Termination
 - ▶ *Most decisive times in the group's life history*
- ▶ **Stage 6: *postgroup issues***
 - ▶ *Evaluation and Follow-Up*

Group Leadership

“Group leaders can acquire extensive theoretical and practical knowledge of group dynamics and be skilled in diagnostic and technical procedures yet still be ineffective in stimulating growth and change in the members of their groups. Leaders bring their personal qualities, values, and life experiences, as well as their assumptions and biases, to every group.

To promote growth in the members’ lives, leaders need to live growth-oriented lives themselves. To inspire others to break away from deadening ways of being, leaders need to be willing to seek new experiences themselves.”

(Corey, 2023)



Group Leadership: Special Problems and Issues for Beginning Group Leaders

Share some anxieties you think a beginning group leader would have.



Group Leadership: Special Problems and Issues for Beginning Group Leaders

- ▶ **Initial Anxiety**
- ▶ **Self-Disclosure**
 - ▶ Too Little Self-Disclosure
 - ▶ Too Much Self-Disclosure
 - ▶ Appropriate and Facilitative Self-Disclosure



Group Leadership: Personality and Character

- ▶ **Presence**
- ▶ **Personal power**
- ▶ **Courage**
- ▶ **Sincerity and Authenticity**
- ▶ **Sense of Identity**
- ▶ **Belief in the Group Process**
- ▶ **Enthusiasm**
- ▶ **Creativity**
- ▶ **Stamina**
- ▶ **Commitment to Self-Care**



Group Leadership Facilitating Skills

- ▶ **Active Listening ***
- ▶ **Restating**
- ▶ **Clarifying ***
- ▶ **Summarizing**
- ▶ **Questioning**
- ▶ **Interpreting**
- ▶ **Confronting ***
- ▶ **Reflecting Feelings ***
- ▶ **Supporting**
- ▶ **Empathizing ***
- ▶ **Protecting**
- ▶ **Modeling ***
- ▶ **Linking ***
- ▶ **Blocking**
- ▶ **Terminating**



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- ▶ **Active Listening**
 - ▶ Total attention to the speaker
 - ▶ Verbal & Nonverbals



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Examples?



Group Leadership Facilitating Skills

- ▶ **Active Listening**

- ▶ Total attention to the speaker

- ▶ Verbal & Nonverbals

- ▶ **Clarifying**

- ▶ “What I hear you saying is ...”



Group Leadership Facilitating Skills

- ▶ **Active Listening**
 - ▶ Total attention to the speaker
 - ▶ Verbal & Nonverbals
- ▶ **Clarifying**
 - ▶ “What I hear you saying is ...”
- ▶ **Confronting**
 - ▶ Gently challenging



Group Leadership Facilitating Skills

- ▶ **Reflecting Feelings**

- ▶ Seen, safe, soothed, and secured



Group Leadership Facilitating Skills

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- ▶ **Empathizing**

- ▶ Feel with them, not for them



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- ▶ **Modeling**

- ▶ Best way to learn to be a great facilitator
- ▶ Share about your experiences in a group setting



Group Leadership Facilitating Skills

▶ Reflecting Feelings

- ▶ Seen, safe, soothed, and secured

▶ Empathizing

- ▶ Feel with them, not for them

▶ Modeling

- ▶ Best way to learn to be a great facilitator
- ▶ Share about your experiences in a group setting

▶ Linking

- ▶ Connect the stories and experiences



Developing Your Group Leadership Style

- ▶ **Uniqueness**

- ▶ **How do you add your sauce to the mix**



Developing Your Group Leadership Style

- ▶ **Uniqueness**
 - ▶ How do you add your sauce to the mix
- ▶ **Be aware of influences**
 - ▶ Supervisors, co-Leaders, workshops you attend



Developing Your Group Leadership Style

- ▶ **Uniqueness**
 - ▶ How do you add your sauce to the mix
- ▶ **Be aware of influences**
 - ▶ Supervisors, co-Leaders, workshops you attend
- ▶ **Theoretical Stance**
 - ▶ Values, beliefs, and personal characteristics

Theoretical Approaches to Group Counseling

- ▶ **The Psychoanalytic Approach to Groups**
- ▶ **Adlerian Group Counseling**
- ▶ **Psychodrama in Groups**
- ▶ **The Existential Approach to Groups**
- ▶ **The Person-Centered Approach to Groups**
- ▶ **Gestalt Therapy in Groups**
- ▶ **Cognitive Behavioral Approaches to Groups**
- ▶ **Rational Emotive Behavior Therapy in Groups**
- ▶ **Choice Theory/Reality Therapy in Groups**
- ▶ **Solution-Focused Brief Therapy and Motivational Interviewing in Groups**



Ethical and Professional Issues

- ▶ **A Basic Right: Informed Consent**
 - ▶ **Ongoing process**



Ethical and Professional Issues

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- ▶ Ongoing process

- ▶ **Issues in Involuntary Groups**

- ▶ Must fully inform involuntary members of the nature and goals of the group

- ▶ Freedom to Leave a Group

- ▶ Freedom From Coercion and Undue Pressure



Ethical and Professional Issues

- ▶ **A Basic Right: Informed Consent**
 - ▶ Ongoing process
- ▶ **Issues in Involuntary Groups**
 - ▶ Must fully inform involuntary members of the nature and goals of the group
 - ▶ Freedom to Leave a Group
 - ▶ Freedom From Coercion and Undue Pressure
- ▶ **Group Leader Competence**



Ethical and Professional Issues

▶ Right to Confidentiality

- ▶ (ACA, 2014) *Code of Ethics* (B.4.a.). “In group work, counselors clearly explain the importance and parameters of confidentiality for the specific group”
- ▶ (ASGW, 2021) (C.6.c). “ Group facilitators have the responsibility to inform all group participants of the need for confidentiality, potential consequences of breaching confidentiality and that legal privilege does not apply to group discussions (unless provided by state statute)



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▶ Social Media in Group Work

▶ Online Therapy Groups



Ethical and Professional Issues

▶ Psychological Risks in Groups

- ▶ Educate members about the costs of change. Inform members that pain, and struggles are often associated with making life changes.
- ▶ Tendency to scapegoat a member
- ▶ Destructive confrontation.
- ▶ Leaders can model confrontation that focuses on specific behaviors and avoid making judgments about members.
- ▶ Possibility of revictimizing when they explore their experiences in the group.

Diversity-Competent Group Counselor

The ASGW (2021) “Guiding Principles for Group Work” offers this guideline on the role of diversity, equity, and inclusion in the practice of group work:

- ▶ *Group specialists practice with broad sensitivity to client differences, including but not limited to age, race, ethnicity, gender, disability, religion, sexual identity, social class, immigration status, and geographic location. Group facilitators seek awareness and knowledge of personal, professional, and societal structures that limit equity and inclusion for diverse group members. They continuously seek information regarding the cultural worldviews, traditions, and experiences of the diverse populations with whom they are working. (D.11.)*

Diversity-Competent Group Counselor

▶ Ethical bracketing

- ▶ “intentional setting aside of the counselor’s personal values in order to provide ethical and appropriate counseling to all clients, especially those whose worldviews, values, belief systems, and decisions differ significantly from those of the counselor” (Kocet and Herlihy, 2014)
- ▶ Group counseling is not a forum in which leaders impose their worldview on the members
- ▶ It is a way to assist members in exploring their own cultural values and beliefs

Diversity-Competent Group Counselor

▶ **Transcending Cultural Encapsulation**

- ▶ **Culturally encapsulated counselor:** one who has substituted stereotypes for the real world, who disregards cultural variations among clients, and who dogmatizes technique-oriented definitions of counseling and therapy.
- ▶ **Being aware of how cultural values influence their own thinking and behavior will help group leaders work ethically and effectively with members who are culturally different from themselves.**

Words of Wisdom Dr. Maya Angelou



<https://youtu.be/0nYXFletWH4>

Let's Get Coffee!

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