









## Contents

### Volume 1

USING THE DVDS: AN INVITATION, A WARNING AND SOME RESOURCES FOR YOU TO USE



#### PART 1 GROUP PROCESS and LEADERSHIP SKILLS

A manual and DVD	1
In the beginning there were groups	2 
Notes on observation	3
An invitation to assessment	4
Setting your own course	8
MOTIVATING YOUR GROUP - MASLOW'S HIERARCHY OF NEEDS	
The Maslow Model	9 
Age of group members and their place on the heirarchy	20
A GROUP OVER TIME - TUCKMAN & JARMAN'S STAGES IN THE LIFE OF A GROUP	
The Tuckman and Jarman Model	21 
Demands on the leader at each stage	25
Comparing the Maslow Model with the Tuckman and Jarman Models	26 
Group tasks at each stage	27 
THE RIGHT LEADERSHIP STYLE - HERSEY & BLANCHARD'S SITUATIONAL LEADERSHIP	
The Hersey and Blanchard Situational Leadership Model	41 
Comparing group maturity and leadership style with motivation and stage in the life of a group	55 
MANAGING ANXIETY IN THE GROUP	62 





## Contents

### Volume 1

#### PART 2 THE THEORETICAL STRUCTURE FOR GROUP THERAPY























INTRODUCTION	69
A RANGE OF AVAILABLE THEORETICAL ORIENTATIONS	70
A THEORETICAL BASIS FOR GROUP THERAPY AND PERSONAL GROWTH	71 
Basic assumptions	72
Understanding the unconscious	74
The healing process	80 
THE DIFFERENCES BETWEEN PSYCHOTHERAPY AND EDUCATION	85
KNOW YOUR OWN THEORETICAL ORIENTATION	88

#### PART 3 THERAPEUTIC CHALLENGES AT EACH STAGE OF THE GROUP

THE SCOPE OF PART THREE	91
GROUP PREPARATION	
Establishing safety and trust in the group	92 
Communication guidelines for group members to establish safety and build trust	92 
Guidelines for group leaders to establish and build trust in the group	94 
Guidelines for the physical environment to help establish safety and trust in the Group	96 
Adapting the stages for on-going groups	96
When a person joins or leaves a group	97
When a person joins the group	
When a person leaves the group	














## Contents

### Volume 1 PART 3 CONTINUED

STAGE ONE (Forming) THERAPEUTIC CHALLENGES	
A. Therapeutic challenges for forming in the finite group	98 
1. Safety and trust	98 
2. Taking responsibility for oneself	102 
3. The contracting process	106 
4. Unfinished business	108 
B. Therapeutic challenges for forming in the on-going group	111
STAGE TWO (Storming) THERAPEUTIC CHALLENGES	
Unconscious processes	114 
1. Projection	117 
2. Transference	121 
3. Counter-transference	125 
4. Sexual and other attractions and repulsions	129 
STAGE THREE (Norming) THERAPEUTIC CHALLENGES	
1. Rescuing	135 
2. Hidden agendas	139 
3. Clique formation	144 
4. Dependency on the leaders	148 
STAGE FOUR (Performing) THERAPEUTIC CHALLENGES	
Introduction	153 
Setting up for individual work	157
Managing individual work in the group	160
1. Bidding	160 
2. Setting up the individual piece of work	164 
3. Debriefing after the individual work	166 
4. Triggering	168 
5. Supporting and coaching	170 
6. Role plays	179 
7. Witnessing and feedback	183 

## Contents

### Volume 1 PART 3 CONTINUED

STAGE FIVE (Adjourning) THERAPEUTIC CHALLENGES	
Endings for finite groups	187 
1. Final feedback	187 
2. A closing ceremony	189 
3. Finally comes celebration	189
4. A member leaves an on-going group	192
<b>PART 4 TECHNIQUES OF PSYCHOTHERAPY IN GROUPS</b>	
INTRODUCTION	
Good form in individual work	197 
On contracting in individual work	199 
Choosing a style for individual work	205
The structure of individual work in the group	206
Debriefing in individual work	207 
Witnessing and feedback	212 
SPECIFIC TOOLS	
1. Concretising	214 
2. Line-ups	220 
3. Sociograms	224 
4. Psychodramas	228 
5. Body awareness work	233 
6. Dissociation and reassociation	240 
OTHER TECHNIQUES	249
<b>GLOSSARY</b>	251
<b>REFERENCES</b>	261
<b>ADDITIONAL PUBLICATIONS</b>	263

## Contents

### Volume 2

#### PART 5 WHAT MAKES GROUPS EFFECTIVE?

The Characteristics of Group Experience	267
1. Installation of hope	268
2. Universality	272
3. Imparting of information	276
4. Altruism	280
5. The corrective recapitulation of the primary family group	284
6. The development of socializing techniques	288
7. Imitative behavior	292
8. Interpersonal learning	296
9. Group cohesiveness	300
10. Existential factors	304
11. Catharsis	308
Summary	312

#### PART 6 ROLES PEOPLE TAKE IN GROUPS

INTRODUCTION	317
USING ROLES THAT OCCUR IN GROUPS	
Origins of habitual roles	320
Why should a leader attend to roles in groups?	321
ROLES IN GROUPS	
1. Task leader	323
2. Social leader	327
3. Follower	332
4. Group conscience	337
5. Rescuer	342
6. Clown	347
7. Scapegoat	352
8. Rebel	357
9. Dominator	362
10. Silent member	367
Other roles in groups	373

## Contents

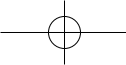
### Volume 2

#### PART 7 THE GROUP LEADER

WHAT MAKES A GROUP THERAPIST GREAT?	379
Self rating	382
SELF CARE AND SUPPORT FOR GROUP LEADERS	386
Mutual support – co-leading	386
Peer supervision	395
Look for experience – supervision	398
Putting yourself on the line – Personal Development	398
THE ETHICS OF GROUP LEADERSHIP	
Ensuring ethical, functional, positive groups	401
Resolving conflict as clear recognitions of individual viewpoints	407
Building on Individuality - Feedback	413
A positive attitude and modeling from the leaders	415

#### PART 8 PLANNING & STRUCTURING YOUR GROUPS TO SUCCEED

BASIC DATA ON PARTICIPANTS	417
INTRODUCING THE CONCEPTS	420
BASIC PRINCIPLES UNDERPINNING THE PLANNING AND STRUCTURING OF GROUPS	
A need for rhythm	422
The biological hour	423
A need to differentiate what is important and what is not	431
A need to warm-up to tasks	438
A need for completion/closure	445
A SUMMARY OF GOOD STRUCTURE	455
A word on longer groups	462
APPLYING PLANNING AND STRUCTURING THE GROUP	
Introducing a group	465
Introducing goals	468
Session warm-ups	470
Pacing and alternating activities	472
Closing a session	474
Closing a group	476



---

## **Contents**

### **Volume 2**

<b>PART 9</b>	<b>EVALUATING GROUP WORK</b>	479
	IN CONCLUSION	483
	YOUR EXPECTATION & CONCLUSIONS	485
	EVALUATION SHEET	487
<b>GLOSSARY</b>		495
<b>REFERENCES</b>		505
<b>ADDITIONAL PUBLICATIONS</b>		507

