

HUNTER COLLEGE SCHOOL OF SOCIAL WORK
City University of New York
Group Work Practice
KEY GROUP VALUES, NORMS, AND DYNAMICS COMPARED

<u>MUTUAL-AID GROUPS</u>	<u>PRIMARY GOALS & VALUES</u>	<u>MANY OTHER GROUPS</u>
<p>Membership basis: group purpose reflecting common ground in needs, desires, goals</p>	<p>◀Community Membership▶</p>	<p>Membership basis: common ground seen as fluid; little/no search for specific group purpose</p>
<p>Problem solving: primarily self reflection, self reference, story sharing; focus on developing empathy</p>	<p>◀Strengths, Self, Collective Worker Expertise, Change▶</p>	<p>Problem solving: primarily advice often by wkr; highly intellectual; focused on change</p>
<p>Socio-emotional climate: dominated by sympathy, empathy, mutuality, collaboration</p>	<p>◀We-ness Individual Focus▶</p>	<p>Socio-emotional climate: dominated by work on personal change, performance; emphasis on judgment, conformity</p>
<p>Context for expectations: meeting a collective group purpose using stage theory (stages of group development) as context for work</p>	<p>◀Collectivity Individuality▶</p>	<p>Context for expectations: meeting individual goals using individual behavior or personality theories as context for work</p>
<p>Problem solving: dominated by self reflection, collective contribution, mutuality</p>	<p>◀Member Centered Worker Centered▶</p>	<p>Problem solving: dominated by serial worker-member process (aka <i>casework in a group</i>) often resulting in <i>hot seat</i> syndrome</p>
<p>Interaction/participation: generally free-flowing with spontaneous contribution of member stories, strengths, ideas</p>	<p>◀Member Directed Worker Directed▶</p>	<p>Interaction/participation: generally selected by worker, often worker-member serial through handraising</p>
<p>Leadership: decentralized to group's best capacity; worker goal: move to "back seat"</p>	<p>◀Shared Leadership Central Leadership▶</p>	<p>Leadership: central; worker in "front seat" at all times</p>
<p>Conflict: result of difference; intervene for collective understanding of source, nature, implications</p>	<p>◀Normal to Group Life Disruption of Work▶</p>	<p>Conflict: result of individual fault or defect; Intervene for change or conversion</p>
<p>Difference: a potentially powerful mutual-aid dynamic</p>	<p>◀Difference Valued Difference Threatening▶</p>	<p>Difference: conformity/compliance valued</p>
<p>Diversity: 100% tolerance of right to express contrary or offensive values, ideas, attitudes; interventions toward understanding of source, nature, implications</p>	<p>◀100% Tolerance Zero Tolerance▶</p>	<p>Diversity: Some tolerance of right to contrary values, ideas, attitudes; generally mimic societal "zero tolerance" of right to express offensive values, ideas, or attitudes</p>
<p>Professional Authority: used primarily to harness group strengths through education about group process</p>	<p>◀Authority for Process Education Authority for Expertise▶</p>	<p>Professional Authority: used to dominate content as well as process, to assess need, to assure professional help received</p>
<p>Meeting group purpose: responsibility rooted primarily in cumulative life wisdom & experiences of all members, equally</p>	<p>Group Purpose ◀Central (1) Unnecessary▶ (2) Leader Responsibility▶</p>	<p>Meeting group purpose: in (1) therapy groups conceptualized primarily as individual goals, responsibility rooted in collective wisdom/ experiences (2) in task groups achievement responsibility rooted primarily in leader</p>
<p>Interaction primarily member-member (aka <i>multilogue</i>)</p>	<p>◀Member-Member Relation Worker-Member Relation▶</p>	<p>Interaction primarily worker-member (aka <i>center spoke</i>)</p>
<p>Intervention: whole group using dual focus (eye on each member, eye on group as system)</p>	<p>◀Whole-Group Interventions Individual Interventions▶</p>	<p>Intervention: generally individual against a group backdrop (audience); worker seen as only "real" expert</p>