

Process Model Group

Leader as Process Consultant

Foundation

- **Interpersonal Theory concepts (Sullivan)**
 - **Personality is enduring, recurrent response patterns**
 - **Need for control, affiliation, inclusion**
 - **Interpersonal anxiety organizes human behavior**
 - **Most human problems imbedded in interpersonal relations and communications**
 - **Feedback loops reciprocally affect client's environment and reactions (impasse or growth)**

Experiential Theory

- **Counseling clients need experience not explanations (Rollo May)**
 - **Immediate experiences superior to listening, talking or thinking**
- **Problem roots may be in the past but solutions lie in the immediate present**

Solution-focused Theory

- **Doing counseling or therapy is more a mind-set than a number of sessions**
- **Shift is from idealism to pragmatic**
- **Stresses quick development of trust, empathy and group bonding**
- **Group process should start in the present situations and move toward recurrent relationship patterns**

Underlying Assumptions of Group Work

- **Most problems are interpersonal in nature**
- **Family experiences are primary source of interpersonal process**
- **Group reactivates people's interpersonal processes**
- **Here and now relationships within group bring change and healing**
- **Interpersonal learning is experiential**
- **Change can happen in a short period of time**

The Therapeutic Factors of Group Counseling

Irving Yalom

Eleven Primary Therapeutic Experiences in Group

- **Instillation of hope**
- **Universality**
- **Imparting information**
- **Altruism**
- **Imitative behavior**
- **The corrective recapitulation of the primary family group**
- **Development of socializing techniques**

- **Interpersonal learning**
- **Group cohesiveness**
- **Catharsis**
- **Existential factors**
 - **Discovering previously unknown/unacceptable parts of self**
 - **Expressing held-in things**
 - **Honest feedback about how others see self**
 - **Learning to express feelings**

- **Group teaching self about impression self makes**
- **Expressing feelings toward other members**
- **Learning responsibility for self**
- **Taking risks and discovering that others reveal embarrassing things**
- **Feeling more trustful of group and of others**

Problems in Group Counseling

**Mostly based in group
process**

- **Low cohesion caused by a member makes group unsafe**
- **Members step back and let a few take over**
- **One or more take over and cut in**
- **Members quit participating and ignore what is going on**
- **Some don't self disclose; make it uncomfortable for others**
- **Some criticize or are angry consistently**
- **Some refuse from the beginning to participate**

- **Subgroups, dyads, triads occur**
- **Criticism, defensiveness, passive-aggressive norms develop (usually without notice)**
- **Group becomes dependent on leader; interactions all brokered through leader**

Process-Focused Group Model

**Also Known as Process
Consultation
to Clarify the Role of the
Counselor**

Tasks of Process-Focused

- **Some groups avoid**
- **Process-focused group places priority on**
 - **Establishing a safe environment**
 - **Responding to members' emotions and inner needs in the moment**
 - **Translating problems into patterns**
 - **Recognizing coping mechanisms that maintain patterns of defense**

Process Consultation More Difficult to Learn and Integrate

- **Facilitator must have knowledge/skills of process dynamics**
- **Facilitator must learn to balance attention toward process over content**
 - **must provide good structure and trust it to be vehicle for taking members to needed interaction levels**
- **Facilitator must translate member problems into underlying interpersonal dynamics and central conflicts**

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- **Facilitator's responsibilities unnatural and so a learned skill**
- **The practice of being in the moment and focusing members on the moment challenges assumptions of abnormality and of interventions**

- **Engaging members into the moment involves higher level of exposure and intimacy than customary social interactions**
- **Subtleties of interaction require high degree of awareness and skill in facilitator**
- **Degree of structure increases need for process skills**
- **It is always wise to use a co-facilitation team**
