

## Group Stage Related Leadership Issues and Group Membership Skills

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### Initial or Exploratory Stage

#### Issues

- Division of Responsibilities
- Degree of Structure
  - Structure = Capacity of Facilitator
- Establishment of Norms
- Support/Positive Reinforcers

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### Initial or Exploratory Stage

#### Group Membership Skills

- Model Directness
- Here and Now Skills
- Link Outside World to Group Experience

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### Transitional Stage Issues

- ▢ Role Bidding, Acceptance, Rejection
- ▢ Setting Agendas
- ▢ Establishment of Levels of Involvement/Investment
- ▢ Problem Behaviors Begin to Appear

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### Transitional Stage Group Skills

- ▢ Contracting
- ▢ Hearable Confrontation
- ▢ Ownership
- ▢ Group Evaluation and Processing of Protocols and Processes

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### Work Stage Issues

- ▢ Group Evaluation of Roles
- ▢ Cohesion Limits
- ▢ Subgrouping
- ▢ Debriefing Emotional Issues (Courage)

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### Work Stage Group Skills

- Self Disclosure (for both leader and members)
- Feedback (model and teach)
- Role Evaluation
- Confrontation
- Applicable Theory
- Technique

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### Actualization Stage Issues

- Balance of Feedback
- Nature of Ongoing Contact
- Constructive Use of Celebration

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### Actualization Stage Skills

- Summarization
- Reinforcement
- Feedback

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Closure Stage Issues

Limits of Socialization

Review

Unfinished Business

Practice for Integration of  
Learning/Healing to Outside World

Feedback Forum

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Closure Stage Skills

Giving Genuine/Constructive  
Last Feedback

Saying Goodbye

Dealing With Loss

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