The Group Work Supervision Group

A presentation by:

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Some Guidelines

- 7 to 9 supervisees is optimal
- One and a half hour is optimal time
- Composition of the group needs to attended to. (engineered and/or explored)
- Pre-planned structure. Can only be modified by the group after group has matured.
**Guidelines (continued)**

- Pre-group sessions with individuals
- Cohort group works well with 10 to 15 session commitment.
- Supervisor should be active as group facilitator
- Growth goals replace therapeutic goals
- Structure case presentations
- Remember this is a group and as such is a living example of group process

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**Guidelines (continued)**

- Emphasize problem solving
- Summarization and perceptual checking are essential skills
- Do stage of group status checks (ex. what stage do you think we are in?)
- Each participant should have a contract with the group
- Group facilitator and supervisor hats are worn simultaneously.
- Emphasize that this group is a metaphor
A Possible Organizing Principle:

4 Questions

1. What is the status of your growth contract?
2. What is this week’s problem?
3. What is this week’s solution?
4. What is this week’s celebration?

THE LIFE OF THE CHEMICAL DEPENDENCY GROUP

A Developmental Model

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SOME AXIOMS FOR SMALL GROUP THERAPY

- The client for a group facilitator is the GROUP!
- TRUST the GROUP.
- The GROUP is a complete and necessary resource bank for problem solving.
- Structured and directive groups work best

STAGES OF GROUP DEVELOPMENT

- Preforming (conception, gestation)
- Forming (birth and childhood)
- Storming (adolescence)
- Norming (young adulthood)
- Performing (productive adulthood)
- Termination (decline and death)
Preforming Tasks

- Identification of need
- Recruitment of members
- Primary worker interview
- Prospective member interview
- Physical preparation

FORMING
Member behaviors

- No direct member to member communication
- Communication with facilitator is deferential
- Seeking of guidelines
FORMING
Facilitator Responsibilities

- Teach the rules
- Reach a group contract
- Redirect communication

Storming
Member behaviors

- Judgmental and absolute statements
- Emotional attacks are more common
- Questioning the need for or usefulness of the group and/or the facilitator
**STORMING**
Facilitator responsibilities

- Be the rule keeper
- Control personal attacks
- Regulate feelings generated
- Interpret the behavior
- Don’t take the behavior personally

**NORMING**
Member cohesiveness forms

- Enhanced communication
- Heightened levels of trust
- Assumption of group norms
- Development of ownership
- Stabilization of members’ roles
NORMING
Facilitator responsibility

- Promote open and honest communication
- Continue trust building exercises
- Interpret behaviors
- Don’t be seduced by the good feelings

PERFORMING
Facilitator responsibility

- Watch for regressions to earlier stages and help the group move back to the performing stage.
- Facilitate the problem solving process through norm monitoring, option suggestion, role modeling and group techniques.
TERMINATION

- Call attention to pending termination
- Monitor pain avoidance absences
- Help members share unshared feelings
- Promote a review of the history of the group and progress of each member
- Develop plans for continuation of change