

GROUP WORK PROCESS

Presented By:
Bimal Antony
1st MSW.



DIFFERENT STAGES

- ❖ Intake**
- ❖ Selection of members**
- ❖ Assessment and planning**
- ❖ Group development and intervention**
- ❖ Evaluation and termination**



Intake

- ♪ Identification of concerns and needs
- ♪ Benefit of group approach
- ♪ Formulation of agreement



Study

- * Fact finding
 - * Each individual and Group as a whole
- * Principle of individualisation
- * Tools for Fact finding
 - * Basic knowledge of Individual & group dynamic behaviour
 - * Active listening to the group members
 - * Observation, consultation and help from outside
 - * Home visit
 - * Occasional individual contact
 - * Empathy



Objectives

- ≡ Determination of the kind of service or program
- ≡ Deciding upon constituency or clientele with whom we work
- ≡ Determining the kind of leadership
- ≡ Useful for financing the agency
- ≡ Helps in evaluation



Goal Setting

- › Process begins with the discussion of objectives/purpose
- › Emerge from the interaction of individual members & the worker
- › An end towards the individual/group of people is working

- › Measuring the effectiveness of a group
- › Determination of task necessary to accomplish the goal
- › Responsibilities must be agreed upon or assigned
- › Deadlines are set for completing the tasks
- › Periodical evaluation of achievements
- › Finally, evaluating whether the group has achieved the goal



Intervention Strategies

¢ Gestalt therapy

- ¢ Generating awareness to accept the responsibility

¢ Transactional analysis

- ¢ Developed by Berne

- ¢ Analysing intra-personal & interpersonal process

- ¢ Individuals are made aware about their behaviour

- ¢ Group provides a safe environment for practicing new behaviours



Intervention Strategies Contd..

¢ The behavioural model

- ¢ Specific group programs are implemented to learn new styles
- ¢ The group worker calculates the specific elements of the behaviour to be decreased/developed

¢ Facilitative intervention

- ¢ Gentle interventions
- ¢ Persuasive interventions
- ¢ Directive interventions



Types of Interventions

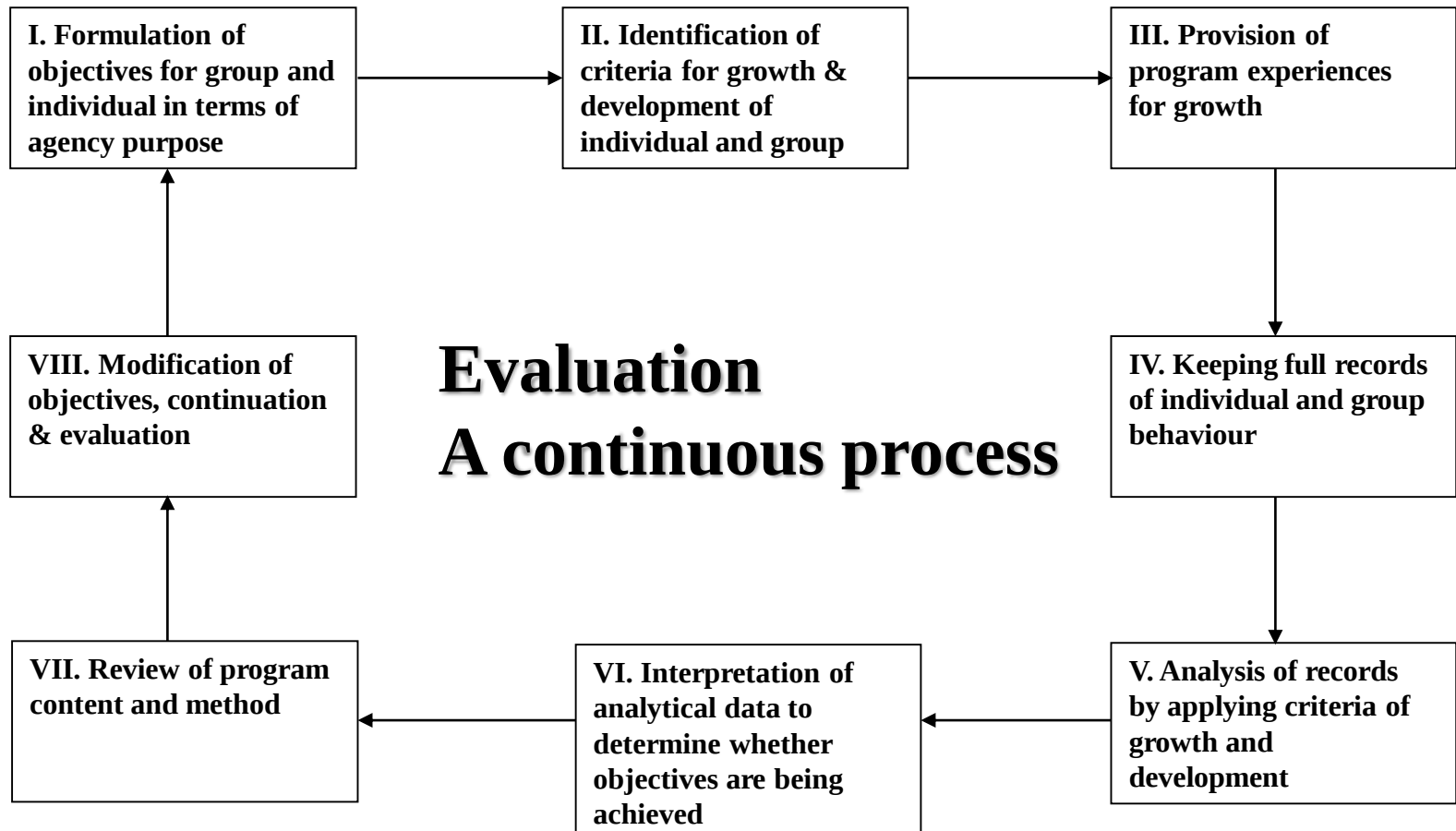
- ✓ Clarifying and Summarizing „
- ✓ Synthesizing and Generalizing „
- ✓ Probing and Questioning „
- ✓ Listening „
- ✓ Reflecting feelings „
- ✓ Providing Support, Coaching, and Counseling „
- ✓ Modeling „
- ✓ Setting the Agenda „
- ✓ Feedback Observation „
- ✓ Structural Suggestions



Evaluation

- ◇ Ongoing process
- ◇ Measuring the quality of groups experience in relation to the objectives and functions of the agency
- ◇ Performance of members, their growth
- ◇ Level of achievement





References

1. Zastrow, Charles H., Zastrow, Charles (2008): Social Work with Groups: A Comprehensive Workbook, 7th Edition, California: Brooks/Cole
2. Brown, D.R. & Harvey, D. (2006): An experiential approach to Organizational development, (7th ed.), Upper Saddle River, NJ: Prentice Hall.
3. Sondra Brandler, Camille P. Roman (1999): Group work: skills and strategies for effective interventions, New York: The Haworth Press Inc.



Thank You

THANK YOU

