

Group Process

Itinerary

- ▶ Stages of Development
- ▶ Function of the Facilitator
- ▶ Group Purpose
- ▶ Group Cohesiveness

Stages of Development

- ▶ Tuckman (1965)
- ▶ Forming
 - ▶ The “polite” stage
 - ▶ People trying to figure out their role
 - ▶ Usually involves excitement, anxiety, anticipation
- ▶ Storming
 - ▶ Members struggle with their role
 - ▶ Members are reactive towards other members or the facilitator

Stages of Development

- ▶ Norming
 - ▶ Members have a shared understanding of the positive benefits of working together in the group
 - ▶ Group will bounce back and forth between this and “Storming”
 - ▶ Acceptance of membership and of other members
- ▶ Performing
 - ▶ Group can take on new tasks
 - ▶ Self-directed
 - ▶ Can take on new members and still get work done

Stages of Development

- ▶ Adjourning
 - ▶ End of group
 - ▶ Goals have been accomplished

Activity

▶ COUNT TO 10!

Function of the Facilitator

▶ Bates, Johnson, & Blaker, 1982

1. Traffic Director
2. Modeler of Appropriate Behavior
3. Interactional Catalyst
4. Communication Facilitator


Function of the Facilitator

▶ Facilitator Styles

1. Authoritarian
2. Democratic
3. Laissez -Faire



What's the purpose
of your group?



What does your
group think is the
purpose?

Group Cohesion

- ▶ A mechanism or force that keeps members connected to the group
- ▶ What contributes to this?
- ▶ What's in your frontpack?



Activity

▶ WEBS!