

# **KENTUCKY SCHOOL OF ALCOHOL AND DRUG STUDIES**

*PRESENTS*

## **How to Become the World's Best Group Therapist**

*PRESENTER*

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**THE 10 THINGS THAT THE BEST GROUP THERAPIST DO**

1. They build group cohesion.
2. They base interventions on the groups stage of development.
3. They effectively manage group conflict.
4. They empower the group to gradually take ownership of the group.
5. They effectively intervene with difficult group members.
6. They effectively increase trust in groups with multicultural membership.
7. They maintain group cohesion in the midst of rapid turnover.
8. They effectively integrate activities into the group process.
9. They utilize evidence based practices.
10. They instill hope during hard times.

**FACTORS MOST IMPORTANT IN THE EARLY STAGES OF GROUP THERAPY**

1. Universality
2. Installation of hope
  - The Hero's Journey
    - A.
    - B.
    - C.
3. Guidance (imparting of information)

**FACTOR MOST IMPORTANT IN THE MIDDLE STAGES OF GROUP THERAPY**

Cohesiveness

**FACTORS MOST IMPORTANT IN THE LATER STAGES OF GROUP THERAPY**

1. Catharsis
2. Interpersonal learning
  - How my behavior distances me from others
  - How my behavior affects others
  - How others see me
  - Hidden talents
  - Blind spots

**The Johari's Window**


## Five-Stage Model of Group Development

Garland, Kolodney, and  
Jones

- Stage 1     Preaffiliation (characterized by approach/avoidance behavior)  
Development of trust  
One foot in and one foot out of the group  
Moving close and backing away  
Arm's length exploration of the group
- Stage 2     Power and Control (characterized by locking horns, power struggle)  
Preintimacy stage  
Testing the leader  
Establishing roles  
Power struggles  
More group dropouts
- Stage 3     Intimacy (characterized by sameness)  
Discussion of similarities  
More sharing of personal information  
More cohesiveness
- Stage 4     Differentiation (characterized by same but different)  
More intimacy  
More growth  
Appreciation of their unique differences  
Acceptance of their differences  
Greater ability to confront each other  
More permission for true expression
- Stage 5     Separation  
Denial  
Regression  
Reminiscing  
Acceptance

### **3 SIGNS THAT YOUR GROUP IS COHESIVE**

1. Members will use group language
2. Members will arrange the group room themselves.
- 3.

## **Building Group Cohesion**

### **What the Research Says**

1. Preparing members for group helps increase group cohesion.
2. The more frequently the group meets, the greater the probability of group cohesion.
3. The more consistent the membership, the greater the probability of group cohesion.
4. The more group members talk to each other, the great the probability of cohesion.
5. The sharing of power increases the probability of group cohesion.
6. The more the group leader models appropriate group behavior and rewards positive group activity—verbally and nonverbally—the greater the probability of group cohesion.
7. “Effective group members” increase the probability of group cohesion.
8. Honoring the principle, “The whole is greater than any of its parts” increases group cohesion.
9. Safety helps increase group cohesion.

## **TYPES OF GROUPS**

1. Discussion
2. Lecturer/Discussion
3. Film/Discussion
- 4 The use of curriculum/discussion
5. Speaker/discussion
6. Topics/discussion
  - Relationships
  - Betrayal
  - God
  - Fear
  - Triggers
  - Disappointments
  - Our mothers
  - Our fathers
  - Work
  - Unemployment
  - Craving
7. Activities
  - Art
  - Practice (role play)
  - Dance
  - Music
8. Combination of any of the above

## **2 QUESTIONS**

1. What is one thing that you became aware of as a result of this group?
2. What is one action you are willing to take as a result of the group?

## **Managing Conflict in Groups**

### **How Group Members Try to “Push Your Buttons” and Take Away Your Power**

1. Splitting
2. Forming sub-groups
3. Making you the perpetrator
4. Subtle boundary intrusions
5. Challenging your credibility
6. Zeroing in on your insecurities
7. Ingratiation
8. Rumor starting
9. Revenge grievance
10. Using political power

### **How To Avoid “Getting your buttons pushed”**

1. Practice acts of self-care—before work, at work, and after work
  - A. Laughter
  - B. Centering rituals
  - C. Breaks
  - D. Balance
2. Know your areas of vulnerability
3. Redirection
4. Reversal of responsibility
5. Answering a question with a question
6. Roll with resistance
7. Resist arguments
8. Have healthy boundaries

**METHODS OF MANAGING GROUP CONFLICT**

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.



## **DEALING WITH DIFFICULT GROUP MEMBERS**

### **1. Sub-groups**

#### **Dismantling Sub-groups**

##### **What helps**

- A. Discover the glue that's holding the sub-group together
- B. Describe what you see that suggests that they are a sub-group
- C. Ask other members if they notice the special bond
- D. Ask for feelings about being left out
- E. Discover the leader
- F. Ask those in the sub-group to comment on what they've heard
- G.

### **2. The monopolist**

- A.
- B.
- C.
- D.
- E.

### **2. The mandated client**

- A.
- B.
- C.

### **3. The silent group member**

- A.
- B.
- C.

## **THE USE OF ACTIVITIES IN SUBSTANCE ABUSE GROUPS**

### **Garland, Kolodny, and Jones 5 Stages of Group Development**

- Pre-affiliation, characterized by approach-avoidance behavior, the awkward stage
- Power and control—characterized by locking horns and power struggles, establishment of leaders, followers, scapegoats, testing the leader
- Intimacy—characterized by sameness
- Differentiation—characterized by same but different, acceptances of differences, appreciation of differences
- Separation—characterized by regression, flight, conflict, potential for relapse

### **Howard Gardner, Ph.D., Learning Styles and the Use of Activities in Adolescent Substance Abuse Groups**

1. Bodily kinesthetic
  - Dance
  - Movement
  - Yoga
  - Stand-up exercise
  - Finding our wounds
  - Stages of change
  - HALT
  - Family sculpture
  - Father-son circle
  - Rehearsing high-risk situations
2. Artistic
  - Obstacles to recovery
  - Your family
  - Your future
  - 12-step collages
  - The me nobody knows
  - Message in the music
3. Interpersonal
  - Small group discussion
  - Topics discussion
  - Film/discussion
  - Speaker/discussion
4. Intrapersonal

- Meditation
  - Breathing exercises
  - Quiet time
  - Mindfulness practices
5. Linguistic
- Brief presentations
  - Poems
  - Raps
6. Musical
- Fun and entertainment
  - Relaxation and meditation

### **AUCTION**

- |   |  |
|---|--|
| 1. Relaxation                                   | 26. To write a book                        |
| 2. Good health                                  | 27. To have a pet                          |
| 3. To go on a trip around the world             | 28. A gold mine                            |
| 4. To smoke 1 joint                             | 29. To drink socially                      |
| 5. A job  | 30. A new wardrobe                         |
| 6. To commit crimes without ever getting caught | 31. To influence the education of children |
| 7. A new car                                    |  |
| 8. Peace of mind                                |  |
| 9. To be rich                                   |  |
| 10. A good book                                 |  |
| 11. To help others                              |  |
| 12. More education                              |  |
| 13. To snort cocaine                            |  |
| 14. To be able to end world poverty             |  |
| 15. To go on a shopping trip                    |  |
| 16. To meet a famous person                     |  |
| 17. A new house                                 |  |
| 18. To go to a musical concert                  |  |
| 19. To end world hunger                         |  |
| 20. To get high without consequences            |  |
| 21. To have affordable housing for everyone     |  |
| 22. Spirituality                                |  |
| 23. To be chauffeured to AA or NA meetings      |  |
| 24. Plastic surgery                             |  |
| 25. To go to lunch with your favorite comedian  |  |

## **FACILITATING GROUPS WITH MULTICULTURAL MEMBERSHIP**

### Four Important Terms

1. Actual minority –
2. Actual majority –
3. Psychological minority –
4. Psychological majority –

### Facilitating Groups with Multicultural Members

1. You are the bridge initially.
2. Be available to all.
3. Help those in the psychological minority feel more comfortable.
4. Try to avoid “tokenism.”
5. Be aware of how issues occurring in the larger society can impact group process.
6. Be willing to have an open discussion of issues connected to differences.

**THE USE OF EVIDENCE PRACTICES IN SUBSTANCE ABUSE GROUP**

1. Feedback informed treatment.
2. The use of motivational incentives.
3. Cannabis manualized treatment approach.
4. Motivational interviewing and stage based interventions.
5. 12-step facilitation.
6. Cognitive behavioral therapy.
7. Seeking safety.