

APPENDIX A

A PRIMER OF GROUP COUNSELING TERMINOLOGY

- action exploration:** Provides children in play therapy with materials and situations that demand exploration of others as well as themselves. Planned opportunities for children to test themselves in relation to social reality.
- adjourning:** Closing skills that can bring unity to the group and consolidate learning. Summary and evaluation.
- adolescent groups:** Help adolescents deal with age-related developmental issues such as status, sexual adjustment, fear of intimacy, and search for identity.
- aging groups:** Help older adults feel more in control of their lives. Typical issues include loneliness, social isolation, poverty, and feelings of loss, rejection, uselessness, helplessness, and hopelessness.
- AIDS groups:** Support for those impacted by the disease, including persons with AIDS (PWAs), their parents, and spouses or partners. Issues include the threat of early death, the unpredictability of the course of the disease, and stigmas related to the illness.
- altruism:** Behaviors that benefit others at some expense to the individual with no apparent personal gain as the primary intent of the action.
- antitherapeutic defenses:** Group collaborative avoidance resulting from group members constructing standards of behavior that dictate avoidance of real intimacy and closeness.
- Association for Specialists in Group Work (ASGW):** A division of the American Counseling Association. Provides leadership in training, credentialing, ethics, continuing education, and professionalization of group leaders.
- authoritarian leadership style:** Autocratic style of behavior with emphasis on leader power and authority. Decision making and goal setting by leader.
- authority cycle:** Conflict and issues of dominance and power. A dependency stage where the group's organizational roles emerge. How the group resolves this issue is related to leader personality.
- autonomy:** Self-determination or self-governance. Involves authenticity, independence, and freedom of action and motives that are one's own.
- bridging:** Techniques that may be used in group counseling to strengthen emotional connections between members.
- charismatic leadership style:** Characterized by self-confidence, active helping, directive interventions, a sense of moral righteousness, and an unquestioning willingness for followership from group members. Can be either a leadership asset or liability, and must be used judiciously by those who score high on personal charisma.
- closed group:** Membership that remains consistent throughout the life of the group and whose life span or termination date has most often been decided upon at the beginning of the group.
- closure stage:** Final stage of group development in which consolidation of learning and perspective are primary issues. Termination may also facilitate exploration of feelings about separation and loss.

- coercion and pressure:** Vaguely felt and sometimes unconscious influence causing members to discount their own beliefs and expectations in order to adapt to group circumstances or goals.
- cognitive-restructuring groups:** A rational behavior therapy based on the assumption that clinical disorders are the result of faulty thought patterns. The task of therapy is to identify these patterns and replace them with more adaptive cognitions.
- cohesiveness:** Emotional bonds based upon mutual attractiveness that bind a group together and govern a group's capacity to resist dissolution and outside threat.
- coming-out groups:** Groups for gay and lesbian individuals to assist them in dealing with issues arising from the process of acknowledging their sexual orientation to themselves or others.
- commitment:** An initial resolution of willingness to participate in the group experience, which later in the process may be enhanced by the promise of exploration, affiliation, and intimacy.
- confidentiality:** An administrative and emotional condition of privacy considered an essential prerequisite for the development of group trust, safety, cohesion, and productive closure.
- conflict resolution:** The ability to systematically deal with the emotional and behavioral turbulence that often accompanies differences in thoughts, feelings, or actions in the group.
- confrontation:** The process of identifying discrepancies in behavior without conveying disapproval or judgment. Often used to influence a member's avoidant processes.
- congruence:** Matching external behaviors and expressions with internal thoughts and feelings.
- coping and skill-training groups:** Teach step-by-step processes that develop skills to manage stressful situations effectively.
- counterdependence:** Active resistance to feelings of dependency often exhibited by members who perceive arbitrary authority and rigid rules within the group.
- couples' groups:** Groups of couples who may have similar relationship problems. Format may be an intensive weekend encounter or more traditional weekly meetings.
- curative factors:** Yalom posited twelve factors that operate in each therapy group. They are altruism, group cohesiveness, guidance, interpersonal learning, intrapersonal learning, universality, catharsis, family reenactment, self-understanding, identification, instillation of hope, and existential factors.
- cutting off:** Blocking or stopping damaging or nonproductive interaction using a direct approach in a manner that allows members not to feel discounted.
- democratic leadership style:** The leader reflects an egalitarian orientation and serves as a knowledgeable resource while helping to create a safe atmosphere for members to include themselves in the process of the group. Members share responsibility for setting goals and maintaining direction in the group.
- development of belonging:** A comfortable sense of personal ownership through a safe, close, and secure relationship with the group as a whole.
- development of inclusion:** Defines a person's group membership identity through the degree to which he or she becomes an active group member while maintaining personal autonomy and uniqueness.
- drug and alcohol abuse groups:** Persons who are addicted to a substance interact around themes of recovery including abstinence, relapse prevention, and other related topics.
- ego states:** According to transactional analysis, internalized sources of instinctual behavior distinguished by emotional childlike wanting, harsh parental demands, and an adult rational sense of purpose and logic. They reflect an internal pattern of experience consistent with a corresponding external pattern of behavior.

empowerment: A personal sense of right and place. Self-enablement of one's own authority and personhood.

encounter group: Associated with Carl Rogers, the therapy focuses on establishing intimate interactions in a present time orientation. Member feelings are valued, and intellectualization is discouraged.

enhancement stage: Members actively pursue change in their lives outside the group while continuing to utilize the support, pressure, and motivation of the group.

equitable treatment: Leadership characterized by justice, fairness, and impartiality. Leaders avoid favoritism, treat members equally and with respect, and allot time equitably.

Ethical Guidelines for Group Counselors: ASGW provides guidance for minimal standards of practice in the general areas of leader competence, informed consent, screening and orientation of members, preparation of members, voluntary participation, psychological risks, confidentiality, experimentation, research and recordings, member rights, leader values and expectations, time distribution and equal treatment, personal relationships, member independence and goal development, use of alcohol and drugs, and follow-up.

ethnic group: Members belonging to specific national, racial, or religious groups with the concomitant influence of the prevailing cultural beliefs, values, and mores.

fidelity: Involves faithfulness to obligations, duties, and responsibilities. Keeping promises.

follow-up: Generally involves keeping track of the progress of and providing needed services for former members. Special follow-up sessions might be planned to provide support, reinforcement, and closure.

forming: An initial or first developmental stage where members are dependent on each other and the leader while trying to define a personal place in the group. Individuals begin to come together and clarify the task of the group.

functional leadership: Helper who may not have a formal degree or credential but who possesses certain skills of a practical nature.

grief: An acute sense of despair over a loss. Survivors of loss who are allowed to undergo the social experience of grief often can receive external validation for their feelings.

group composition: Describes the makeup of people who belong to the group. They may be similar in some respect (homogeneous) or different (heterogeneous).

group counseling: Designed for individuals with normal developmental coping concerns. The group provides a safe structure for modifying attitudes and behaviors.

group guidance: An educational-informational, preventive, and growth-oriented emphasis that takes a proactive teaching and skill acquisition approach to the group.

group involvement stage: Typically the first stage of group development, where the issue of mutual trust is explored. Early content tends to be social and superficial. Power and group member influence are assigned, often unconsciously, whereas roles and norms emerge that eventually become the guiding ground rules for the group.

group maintenance behaviors: Actions aimed at preserving or strengthening the group.

group membership: Composition characteristics of the group that include age, gender, commonality of issues, and other personality and demographic features.

group methods: Procedures and processes emphasized in groups that provide support, caring, and confrontation through an interactive environment not available in individual counseling.

group norms: Implicit or explicit agreed-upon standards that govern behavior in the group.

group psychotherapy: Concerned with the treatment of severe psychological disorders, often with hospitalized inpatients. Leaders are trained to intervene with abnormal

populations and focus upon correcting psychological problems that interfere with an individual's life functioning and with restructuring the personality.

group rules and limitations: Generally agreed-upon standards and rules that provide a minimal level of operating structure and enhance group process.

group screening: Process of selecting appropriate members into the group.

group therapy: Similar to group counseling in methods and procedures but tends to provide treatment that is more reconstructive and long term in dealing with more severe emotional problems.

here and now: To focus on the immediate experience of the moment by being aware of and genuine with one's relationship with self and the group.

heterogeneous groups: Relative dissimilarity in various demographic or characterological traits among group members that typically results in diversity in the membership.

hidden agendas: Private, covert, unconscious, or unacknowledged itineraries that are a routine expectation in group process but nevertheless interfere with stated tasks.

holism: A preventative, wellness approach to health that incorporates social, psychological, physical, and spiritual domains.

homogeneous groups: Membership based upon some commonality of issue, characterological traits, or any number of other similarities. Homogeneity often results in quicker cohesion and higher rates of attendance and commitment to the group.

human development and training groups: Frequently used in education and industry to increase productivity and efficiency. Early training models later expanded to include awareness, encounter, sensitivity, marathon, and other physical tactile groups. Gazda more recently structured training groups to deal with seven developmental life skills.

humanism: A set of beliefs, based upon Maslow's growth model and Rogers' person-centered principles, designed to achieve full human potential or self-actualization.

human potential movement: Stimulated by the work of Maslow, Rogers, Gibb, and others in the 1960s, group encounter was the keystone for what became somewhat of a cultural phenomenon. With a focus on authenticity and body contact, it engendered ethical concerns regarding leadership and other issues.

informed consent: A written document that provides the informational framework for counseling and seeks to protect the rights of clients to make fully apprised choices.

interdependence: A stage in group development where various subgroups, such as dependent and counterpersonal personalities, form a work alliance based upon the expectation of mutual benefit.

interpersonal therapy: Leader focus is on interactions and relationships that form in the group. Attention is paid primarily to the group as a whole, here-and-now ongoing group dynamics, and potential obstacles to effective group development.

irrational beliefs: Ideas that are perpetuated by a self-defeating belief system. According to Ellis, the founder of rational emotive theory, these faulty beliefs constitute the origin of emotional disturbances.

laissez-faire leadership style: Leader participates minimally while placing responsibility directly on the group itself. Although typically very passive, the leader may serve as a technical consultant offering process interpretations and assistance if requested.

leadership styles: The three major group leadership styles are authoritarian, democratic, and laissez-faire.

loss support groups: Specific issue groups originally organized for cancer or chronic disease patients but more recently expanded to include support for persons experiencing many different forms of abandonment and loss.

marathon group: A group that meets continuously for twenty-four hours or more, offering unremitting contact and fatigue that often produce lowered inhibitions and

- defense systems. Members are encouraged to risk going beyond masks and social façades to discover genuine aspects of self and to develop open, authentic, self-responsible behavior.
- member roles:** Behavioral positions that group members take for themselves in the group. They often resemble the characterizations either appropriated or assigned in the members' family of origin.
- multicultural counseling:** Groups with members from diverse ethnocultural backgrounds and orientations where the focus is upon understanding and accepting differences.
- National Training Laboratories (NTL):** Headquartered in Bethel, Maine. Sensitivity training (t-groups), which emphasized group process and interpersonal relations in promoting constructive social change, originated at the NTL in the 1940s.
- norming:** Process by which group members agree upon group rules that structure the operation of the group, protect the members, and promote individual and group growth.
- open group:** A group without a fixed or predetermined concluding date, which permits membership to vary during the course of the group.
- parenting groups:** Parents who meet to share insights into common concerns for the express purpose of helping children grow and thrive.
- peer-help groups:** A group of people of similar rank or ability with a peer or counterpart facilitator. These groups are most often found in school settings or among adolescents.
- performing:** A working stage of group development characterized by functional role relationships, goal directedness, and shared responsibility. The group is concerned with both task completion and process, honesty, and meeting individual emotional needs.
- personal growth groups:** Small groups of people interested in increasing self-knowledge through giving and receiving honest and empathic feedback in a safe and permissive group setting that tends to place emphasis upon feelings and direct experience rather than cognitions and intellect.
- persons with AIDS (PWAs):** People who have the human immunodeficiency virus (HIV) and have had opportunistic infection or a T cell count below 200.
- phenomenological:** How a person believes life to be from a purely personal point of view or perspective. An individual's subjective reality.
- polarization:** Group members representing sharply contradictory attitudes who coalesce at opposite extremes.
- precommitment stage:** Includes the early sequences of group development when the major tasks include resolution of purpose and boundary issues. Testing of group limits, avoidance, power alliances, and group roles are process issues that typically surface during this stage.
- pre-group screening:** Procedures used to select members of a group. Depending upon the type of group, screening can be used for inclusion/exclusion, balance, or determining the best mix of people to help create conditions for maximal functioning of the group.
- problem-solving groups:** Task groups organized to alleviate relevant problems. The process focuses upon goal attainment through strategic and rational interaction and plans.
- process therapy:** The primary approach to therapy is to study the mechanisms or dynamics of interactions in the group.
- Professional Standards for Training of Group Workers:** Training requirements adopted by the Council for Accreditation of Counseling and Related Education Programs (CACREP). A minimum core of cognitive and applied group leader competencies identified by the Association for Specialists in Group Work (ASGW) that serve as guidelines in graduate-level counselor-training programs.

- psychodrama:** A series of dramatic and expressive techniques developed by J. L. Moreno. With the use of a director (therapist), participants enact life situations that have emotional significance to them. Group members serve as fellow actors in the drama and as the audience. The protagonist is encouraged to freely express and discover a spontaneous self coupled with the courage to attempt new approaches to living.
- psychotherapeutic groups:** Membership usually is hospitalized psychiatric patients or outpatients with severe emotional difficulties. Leader focus is upon correcting psychological problems that interfere with an individual's life functioning and with restructuring the personality.
- resistance:** Reluctance of a member, or sometimes a coalition of members, to commit themselves fully to the therapeutic process. Resistances may be active or passive (avoidance, silence, or talking too much).
- self-actualization:** A humanistic principle that posits that individuals strive to grow and develop their talents and abilities to the fullest and to enhance the basic or true self.
- self-disclosure:** An unrehearsed sharing of a person's present experience. Usually a feeling, it may involve unexpected personal data (vertical) or a reaction to another member of the group (horizontal).
- self-help groups:** Individuals sharing similar issues who come together to provide mutual assistance and support, most often without a trained professional leader. Group leaders typically are persons who have "been there," and each member of the group is a potential future leader.
- self-monitoring group:** A group in which the members take personal responsibility for the depth of their own involvement in the process and also assume joint custodianship for the level of commitment from all other members.
- sensitivity group:** Brief, intensive structured programs designed to improve human relations skills, raise consciousness, and impact awareness of targeted issues. A humanistic form of group involvement that emphasizes improving relations with other people or groups.
- short-term group therapy goals:** Has an immediate objective to restore a functional level of behavior and to modify self-defeating actions.
- silence:** A potentially therapeutic period of time in the group process when no one is talking. Silences may be reflective and solution seeking or resistant and counterproductive.
- social interest:** A feeling of being part of a group's social identity; a need or willingness to contribute to the group's cultural advancement.
- social support groups:** Groups that attempt to offer a safe environment to practice new interpersonal strategies and behaviors and to enhance a person's ability to live a socially satisfying life.
- solidarity:** A sense of cohesiveness that develops among members with a common interest while developing a consistency of behavior for the purpose of attaining a mutual goal.
- standardization:** Norms that result from the various influences that the group exerts over its members.
- storming:** Stage in group therapy when anger and hostility, issues with authority, and group identity emerge.
- strength bombardment:** Group method of reinforcing the positive self-image of an individual by having a member list personal strengths followed by a recitation of the person's strong points as viewed by other group members. Negative feedback is discouraged during this activity.
- survivors' groups:** Groups composed of survivors of similar traumatic events that can provide mutual aid and social support networks.

task group: A group in which the primary goal is the completion of a specific behavior or task.

termination: The ending stage of a group. Major concerns involve summarizing, dealing with unfinished business, consolidating learning, and making sense of the group process.

t-groups: A specialized process approach to group work that focuses upon member transactions and behavior in the group as it struggles to create a productive organization.

therapeutic factors in groups: Dynamic forces in groups that permit insight to develop constructive changes in behavior. Some of the factors operating are empathy, trust and respect, hope, personal power, commitment to change, intimacy, self-disclosure, and freedom to experiment.

therapeutic groups: Groups whose major aim is to change behavior and/or attitudes of the members in an ongoing process.

transitions: Periods of time in the group process when a majority of the members are shifting from one developmental group stage to another.

unfinished business: May relate to incomplete issues between members or to general group process. It may represent unexpressed feelings such as resentment, rage, hurt, pain, anxiety, or guilt and grief that may persist and seek completion in the group.

universality: A mechanism that reduces interpersonal distance and loneliness as a person realizes that others share similar problems and life situations.

voluntary/involuntary: Refers to whether participation in the group is compulsory or mandated in some way as opposed to elective or freely chosen for some or all of the members.