

Leadership Roles - Task Maintenance

Create atmosphere which is free and friendly in which members can experiment and discover that their behavior is quite often quite different from that intended.

Details

- No notes, group frequency and duration, limit personal revelation - personal vs professional ego, ask themselves questions rather than ask others.
- Model listening.
- Hold back until everyone had a chance to get involved.
- Model tolerating uncertainty. If you are not confused you will not be able to understand.
- Maintaining the focus.
- Occasional comments on group process that is interfering with group progress but almost never group interpretations.
- Representing the patient's feeling if no one else does.
- Model tolerating silence, sadness, anger, being stuck.
- Resist temptation to treat the presented patient.
- Legitimizing the use of common sense rather than medical, psychiatric, or psychological knowledge.

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Leadership Roles - Group Maintenance Role

- Punctuality, confidentiality, protecting the presenter and members by reflecting questions, avoiding distractions, consulting about visitors and new members.
- Avoiding most group interruptions.
- Model "don't just do something - stand there."
- Encouraging playful speculation.
- Encouraging by being warm, friendly and responsive.
- Expressing group feelings - sensing feelings, moods, and relationships within the group- sharing them from time to time.
- Harmonizing - reconciling disagreements and getting people to explore their differences.
- Compromising - admitting error, offering to compromise one's position.
- Gate-keeping - facilitating the participation of others.
- Avoid relationship issues outside the professional domain.
- Shared observing of data about the group life to better understand overall directions.

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