



## DEFINITION OF GROUP WORK

Although there are divergent approaches to group work within the social work profession and allied disciplines, a generalist approach suggests that each approach has its merits and particular practice applications. The broad definition offered in this chapter allows beginning practitioners to understand the boundaries of group work, specialized approaches, and many practice applications. Group work can be defined as

*Goal-directed activity with small treatment and task groups aimed at meeting socio-emotional needs and accomplishing tasks. This activity is directed to individual members of a group and to the group as a whole within a system of service delivery and a larger community and societal environment.*

The definition describes group work as goal-directed activity that refers to planned, orderly worker activities carried out in the context of professional practice with people. Goal-directed activity has many purposes. For example, group workers may aim to support or educate members, help them socialize and achieve personal growth, or provide treatment for their problems and concerns.

Workers help members of a group develop leadership skills so that they can take increasing responsibility for the group's development. Workers enable their groups to change the social environment by focusing on group dynamics internally and focusing on external issues when necessary. This can include, for example, helping members gain greater control over the organizations and communities that affect their lives. This is advocated in a person-in-situation view of practice (Glassman & Kates, 1990; Shulman, 2006). Others focus on techniques of individual change within small groups (Boyd-Franklin, Cleek, Wolfy, & Mandy, 2003; MacKenzie, 1990, 1996; Rose, 1998; Rose & LeCroy, 1991; Walsh, 2003). Both approaches are valuable when groups set their goals.

The next component of the definition of group work refers to working with small groups of people. In this text, the term *small group* implies the ability of members to identify themselves as members, to engage in interaction, and to exchange thoughts and feelings among themselves through verbal, nonverbal, and written communication processes. Members can meet face-to-face, by telephone or video, or through computer networks.

The definition of group work also indicates that workers practice with both treatment and task groups. For example, workers help members of treatment groups to work on problems and personal goals. They are also expected (1) to work on behalf of

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**Michael Brown**



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