Do's, Don'ts, and How-To's: Best Practices in Group Facilitation

Presented by:
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Using Zoom Webinar
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Open the Q&A window and you can ask questions to the host and panelists. They will either reply to you via text in the Q&A window or answer your question live.

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Enabling Objectives
- Participants will learn how to prepare, deliver, and process group content to facilitate life change within the group process.
- Participants will learn how to implement practical strategies of group maneuvering to maximize group participation.
- Participants will learn how to avoid the pitfalls of concrete thinking during the group process.
- Participants will learn how to maximize group communication by minimizing group confrontation and domineering behaviors.

S.L.A.P.
Separate
Learn
Anticipate
Put it to work
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**Why?**

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### America Has The Highest Drug-Death Rate in the World

Estimated number of drug-related deaths and mortality rate 2015

<table>
<thead>
<tr>
<th>Region</th>
<th>Per million people†</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA</td>
<td>245.8</td>
<td>52,400</td>
</tr>
<tr>
<td>North America</td>
<td>172.2</td>
<td>55,300</td>
</tr>
<tr>
<td>Oceania</td>
<td>102.3</td>
<td>2,600</td>
</tr>
<tr>
<td>Asia</td>
<td>61.9</td>
<td>66,100</td>
</tr>
<tr>
<td>Latin America and the Caribbean</td>
<td>55.6</td>
<td>5,000</td>
</tr>
<tr>
<td>World average</td>
<td>39.6</td>
<td>190,900</td>
</tr>
<tr>
<td>Western and Central Europe</td>
<td>26.4</td>
<td>8,400</td>
</tr>
<tr>
<td>Eastern and South-Eastern Europe</td>
<td>22.5</td>
<td>12,600</td>
</tr>
<tr>
<td>Africa</td>
<td>14.9</td>
<td>40,800</td>
</tr>
</tbody>
</table>

* mortality rate per million persons aged 15–64

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### Cost of Addiction in Millennials

- **108% increase**: Recorded deaths among young people (15–34 years) from 2007 to 2017
- **45% increase**: Deaths among young people (15–34 years) from 2007 to 2017
- **$29,800**: Average 2018 college debt for Millennials

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In a study done by Weis in 2004 and Sobel and Sobel in 2011 they found that group therapy was equally effective as individual therapy.

80% of Substance use treatment centers utilize a form of group therapy.
What are some of the benefits of Group Therapy vs. Individual Therapy?

- Its Effective
- Its Efficient
- Its Engaging

What is Group Facilitation?
What's your definition?

Psycho-educational process that provides the participants with informative data that can construct a change in behavior or enhance skill sets.

-Hollis 2021

A person who makes a group’s work easier by structuring and guiding the participation of group members.

-Rees 1998
To activate the process of **change** by making the group engagement easier.

-Wells

**BUT...we have a major problem**

**That was then...**
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Family
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Do they compare?

What's your definition of effective group facilitation?
This is the facilitator that is totally unprepared. They realized at that moment of group facilitation that this is not their designed career path, that this is not their passion and regardless of how prepared they were to present the materials, they were not prepared anywhere else.

THE UNPROFESSIONAL

This facilitator leans on slang and dated vernacular in a failed attempt to be relevant, hip, and to emotionally insert themselves in the group dynamics. I am one of the fellas, one of the girls, I am a member of your group processes. This type of facilitator knows the materials, knows how to help, but sacrifices expertise for cultural normalcy. In the facilitator’s attempt to relate, the group members’ use this is a back door escape from the subject matter.
This is the facilitator that must impress the group members with their prowess, and intellectual didactical skills needed to interpose themselves in the group dynamics. The guru knows best and the group should be honored to be in his/her presence. My degrees speak, so listen.
This is the facilitator that does not stick to the script or stick to the structure. Everything is sweet in your group. No rules, no guidelines, no instruction, no recourse, no meaningful feedback, no challenging talk, no emotional stressors, or cues needed to invoke behavioral changes. The group participants love you because everything is sweet in the chocolate factory.

**FINDING NEMO**

You are a lot of things but prepared for group is not one of them. You are clearly flying by the seat of your pants because it’s evident that you are lost regarding the subject matter. You arrive late to group but you were totally absent in preparation for the group.
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This type of facilitator is normally knowledgeable, they mean well but they lack proper facilitation skills to maintain group attention. BORING...The subject is not the problem, the boring delivery of the lesson is the problem.

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Pt 2. Down to the nitty gritty

Understanding Human Nature
   Understanding Group Nature
      Understanding Your Nature

HUMAN NATURE
BEING PLAYFUL
We enjoy entertainment more than education.

BEING SCIENTIFIC
We like testing predictions

BEING LEGISLATIVE
We like rules even if they are unspoken
BEING EPICUREAN
We enjoy eating together. Familial time spent around a meal

BEING CLANDESTINE
We desire intimate things to stay private

BEING GOSSIPY
We like to talk and talk about others big time.
How does my human nature play into the group's nature?

Understanding Human Nature

Understanding Group Nature

MAKING LIFE CHANGE EASY

BEING PLAYFUL

The group must be engaging!

(Ice Breakers, relevant words, being relatable, proper use of comedy)
BEING SCIENTIFIC
The group must deliver some form of educational information.

BEING LEGISLATIVE
The group must have rules and healthy boundaries.

BEING EPICUREAN
Be mindful of group dynamics and group makeup.
BEING CLANDESTINE
Push but don’t push to the point where they shut down.

BEING GOSSIPY
Maximize group engagement.
(sode-plays, role-plays, skits, group recognitions, give people something positive to gossip about)

S.L.A.P.
Separate - non passionate facilitators
Learn - the curriculum, expectations
Anticipate - sudden changes
Put it to work - Actual principles
MAKING LIFE CHANGE EASIER

There are 2 rules to always remember

1. This is not your group, act accordingly
2. Always remember rule #1

Q&A

Special thanks to:

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We have a variety of resources available to help addiction professionals stay up-to-date with the latest news and research in the field.

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