

**SOS POLITICAL SCIENCE AND PUBLIC  
ADMINISTRATION**

**MBA HRD – 406(a) Optional Paper**

**SUBJECT NAME: Counseling Skills for  
Managers**

**UNIT-IV**

**TOPIC NAME: GROUP COUNSELING**

## What is Group Counseling

Group counseling is a form of counseling where a small group of people meet regularly to discuss, interact, and explore problems with each other and the group leader. Group counseling seeks to give students a safe and comfortable place on campus where they can work out problems and emotional concerns. Members gain insight into their own thoughts and behavior, and offer suggestions and support to others.

In addition, people who have a difficult time with interpersonal relationships can benefit from the social interactions that are a basic part of the group counseling experience.

Most groups composed of students of differing ages, backgrounds and experiences. This helps to provide additional perspectives.

## Goals of Group Counseling

People who participate in counseling groups benefit in many ways. We believe that groups are uniquely suited to help students.

- Give and receive support
- Gain understanding of problems and explore possible solutions
- Practice interpersonal skills in a safe group setting
- Learn more about how you come across to others
- Increase observation and feedback skills
- Enhance problem-solving skills
- Improve emotional expressiveness
- Decrease social isolation
- Develop good communication skills

## Advantages of Group Counseling

You may be overwhelmed with the prospect of becoming involved in group therapy, but there are actually numerous advantages of group counseling that may appeal to you. These groups are typically comprised of between 4 and 15 people. They're led by a qualified facilitator or two. These group leaders are usually social workers, psychologists or other mental health professionals who are trained in both group dynamics and the specific issue of focus. Sessions occur once or twice per week on a short-term basis, up to a few months, or long-term, continuing for years. While groups vary in type and format, a common thread is that members have the opportunity to work on improving their lives in a supportive, structured environment. Continue reading to discover some of the ways group counseling is beneficial to participants.

## **1. Belonging**

Perhaps the biggest advantage of group therapy is the opportunity to see that others are struggling in similar ways. Individual counseling doesn't offer this kind of personal insight into the experiences of others. Your feelings of isolation will likely become lessened as you begin to hear the stories of others and realize they struggle, as well. Whether you're dealing with anger management issues, anxiety, depression or other life struggle, group counseling offers a space of validation and understanding.

## **2. Interpersonal Interaction**

Group sessions are the perfect place to practice interpersonal relations and to improve social skills. It's quite common for those dealing with mental health issues or other life struggles to experience difficulties in their relationships. During group work, you will be able to interact with other members, with the facilitator helping to process the interactions. This processing enables members to gain an understanding of others' points of view and to learn healthy ways of communicating or resolving differences. Through observing the actions of members, along with your own, you can gain tremendous insight into your own behavior, too.

### **3. Support**

Group sessions can be even more powerful than individual work with a counselor because you are able to receive support from more than one source. This is one of the primary advantages of group counseling. In group therapy, the counselor isn't the only one to offer feedback. Instead, the group facilitator encourages members to offer feedback, suggestions and support throughout the session. The support of multiple people can be quite effective in motivating change and validating feelings.

### **4. Perspective**

The members of your therapy group can become your sounding board. They can provide you with feedback that helps you to see a situation more clearly or realistically. It's human nature to perceive things through your own lens. For example, you may be harder on yourself regarding a perceived mistake than is actually necessary. Your newfound therapeutic support system can help you to reframe the incident, seeing it in a more realistic light. It's important to note that group members won't simply tell you what you want to hear. It is typical to expect honest responses from members, but this type of counseling teaches everyone involved how to do so in a constructive, helpful way.

## 5. Motivation

As you get to know your group, you may begin to notice that you find yourself thinking of them and how they may react to various scenarios you encounter each week between sessions. This realization can cause you to reconsider the ways in which you would normally react to a particular situation. This desire to want to report positive outcomes to your peers can be incredibly motivational.

## GOALS OF COUNSELLING

The counseling process is a very specific step by step process. There are important steps that must be adhered to if one wants to maximise positive outcomes in the client's therapy treatment of resolving various psychological, social, emotional and developmental issues. The counseling process has some major goals through which the entire treatment and positive outcomes the treatment rests on. Verbal and non verbal cues of ones body language play an important role in the counselors counseling process to bring out the best solutions for client issues and for the clients comfort level to be established for a positive and healthy counselor client helping relationship. The goals of counseling are:



## GOALS OF COUNSELLING 1

### Developmental Goals

These are goals wherein the clients are assisted in meeting or advancing their anticipated growth and potential development (that is socially, personally, emotionally, cognitively, physical wellness and so on).

### Preventive Goals

Prevention is a goal in which the counselor helps the client avoid some undesired outcomes.

### Enhancement Goals

If the client possesses special skills and abilities, enhancement means they can be identified and/or further developed through assistance of a counselor.

### Remedial Goals

Remediation involves assisting a client to overcome and/or treat an undesirable development.

## GOALS OF COUNSELLING-2

### Exploratory Goals

Exploration represents goals appropriate to the examining of options, testing of skills, and trying of different and new activities, environments, relationships and so on.

### Reinforcement Goals

Reinforcement is used when clients need help in recognising that what they are doing, thinking or feeling is right and okay.

### Cognitive Goals

Cognition involves acquiring the basic foundations of learning and cognitive skills.

### Physiological Goals

Physiology involves acquiring the basic understandings and habits for good health.

## GOALS OF COUNSELLING-3

### Psychological Goals

Psychology helps in developing good social interaction skills, learning emotional control, developing a positive self concept, and so on.

Hackney and Cormier (1996), talk about 3 goals that are important for the counseling process.

- 1) Goals serve as a motivational function in the counseling process.
- 2) The goals can also have educational function in counseling, in that they can help clients acquire and learn new responses and behaviours and
- 3) The goals can also meet an evaluative function in the counseling whereby the clients goals help the counselor to choose and evaluate various counseling strategies appropriate to the client's goals.