

# Gruppendynamische Phasen/Group Stages/Group Phases (Gruppenphasenmodell nach Bernstein/Lowy)

| Orientation Phase   | Phase of „Power“/Potency  | Phase of Closeness/familiarity   | Phase of Distinction   | Phase of Separation/ Division   |
|---|---|--|--|---|
| <b>Characteristics</b> <ul style="list-style-type: none"> <li>Large uncertainty , discomfort and anxiety in the group</li> <li>self-representation of each participant</li> <li>participants make first contacts</li> <li>distance and protection</li> <li>Withdraw/Retire</li> <li>Search for standards in the group</li> <li>orientation towards teamer</li> <li>Clarification of expectations</li> <li>No fixed relationships</li> <li>Large body distance</li> <li>Communication problems</li> </ul>                            | <b>Characteristics</b> <ul style="list-style-type: none"> <li>transition to everyday behavior</li> <li>Getting to know each other better</li> <li>Clarification of roles and territories</li> <li>confrontation with one's own status in the group</li> <li>participants compete</li> <li>Strong need for profiling</li> <li>Search for recognition by the group</li> <li>formation of subgroups</li> <li>Group roles set up and manifest</li> <li>attacks on competence of the teamers stronger dominate weaker</li> </ul> | <b>Characteristics</b> <ul style="list-style-type: none"> <li>competitive behavior and exaggerated competitive behavior are rejected</li> <li>Striving for profiling declines</li> <li>togetherness will be intensified</li> <li>Benevolent dealings with each other</li> <li>Participants begin to cooperate</li> <li>Development of a WE sense and personal responsibility</li> <li>cliques consolidate</li> <li>unity of the group</li> <li>Close contacts visible</li> <li>teamers are accepted</li> <li>strong differentiation from other groups</li> </ul> | <b>Characteristics</b> <ul style="list-style-type: none"> <li>identification of the individual with the group</li> <li>Good communication</li> <li>Hardly infighting</li> <li>Strong cohesion</li> <li>Real WE feeling</li> <li>own experiences are shared with the group</li> <li>teamers are understood as advisors</li> <li>Group makes its own program</li> <li>Group is open for cooperation with other groups</li> <li>Wide acceptance of each individual</li> </ul> | <b>Characteristics</b> <ul style="list-style-type: none"> <li>Group experiences are exchanged</li> <li>Creation of a common past</li> <li>Grief and pain of parting</li> <li>Replacement of the group</li> <li>Group is planning a farewell party</li> <li>Upcoming meetings will be identified</li> <li>issolution of the group</li> </ul> |
| <b>Goals for Teamers</b> <ul style="list-style-type: none"> <li>create positive atmosphere</li> <li>involve all participants</li> <li>promote contacts</li> <li>motivate participants to communicate</li> <li>reducing fears</li> <li>allow positive experiences</li> <li>Good and active program planning</li> <li>Provide overview of needs and expectations of participants</li> <li>establishing clear structures</li> <li>Self confident behaviour of the team</li> <li>Joint development of expectations and rules</li> </ul> | <b>Goals for Teamers</b> <ul style="list-style-type: none"> <li>Establish understanding</li> <li>clarify role &amp; position of the team</li> <li>consistent action of team members</li> <li>Rules have to be repeated if necessary</li> <li>Allow and clarify conflicts</li> <li>Weak participants have to be integrated in the group process with</li> <li>promote team spirit</li> </ul>   | <b>Goals for Teamers</b> <ul style="list-style-type: none"> <li>Empowerment&amp;pass on responsibility</li> <li>provide opportunity for personal development</li> <li>Increasing surrender of guidelines</li> <li>foster creativity</li> <li>foster self-responsibility</li> <li>Correct sticked roles of individual participants</li> <li>Do not go too deep into this WE feeling (as teamers)</li> </ul>   | <b>Goals for Teamers</b> <ul style="list-style-type: none"> <li>Team adheres rather in the background , organizes and supports the group</li> <li>Team gives individual feedback , even in individual talks possible</li> <li>Promotion of the experience of the individuals in the group</li> <li>Strengthen independent work of participants</li> </ul>  | <b>Goals for Teamers</b> <ul style="list-style-type: none"> <li>cope farewell and prepare participants for it</li> <li>let them go their own ways</li> <li>Evaluation and reflection</li> <li>enable a re-encounter</li> <li>identifying opportunities for future activities and participation</li> </ul>                                   |
| <b>Opportunities for supporting the group process</b> <ul style="list-style-type: none"> <li>Getting to know each other games</li> <li>Active Games without too much body contact</li> </ul>  | <b>Opportunities for supporting the group process</b> <ul style="list-style-type: none"> <li>Action games</li> <li>Experiential education without body contact</li> </ul>   | <b>Opportunities for supporting the group process</b> <ul style="list-style-type: none"> <li>Contact games/Teambuilding games</li> <li>Cooperation games</li> <li>Trust Building games</li> <li>Parties</li> </ul>   | <b>Opportunities for supporting the group process</b> <ul style="list-style-type: none"> <li>Discussions</li> <li>Simulation Games</li> <li>Strategy games</li> </ul>  | <b>Opportunities for supporting the group process</b><br>Allg.: <ul style="list-style-type: none"> <li>Open event Evening</li> <li>Participants evening/Party</li> <li>Review and Perspectives</li> <li>Reflection</li> <li>Farewell Party</li> </ul>   |