

Group Dynamics in Ministry

Ministry Formation Program

Diocese of Rockford

1. Theology of Communication

- Call to make the complicated easy, the bewildering understood, and the hidden suddenly appear.
- Care enough about the other person to foster the relationship.
- Courage to be present and participating in that relationship.
- Craft of communication skills that allow a person to express what is in his or her heart and mind.

2. Type and Function

- Intrapersonal is self-communication through thoughts and feelings.
- Interpersonal involves relating to other people.
- Intragroup is between two or more members within a group.
- Intergroup is the flow of communication between groups.

3. Effective Communication

One-To-One Communication

- Awareness of what is inside of me, and listening to what is inside another.
- Risk opening up and letting others in.
- Establish mutual norms and values.

Group Communication

- Adapt to your listeners.
- Actively listen.
- Be aware of what is happening in the group.
- Test assumptions.
- Give feedback.
- How you talk patterns how others respond.

4. Necessary Skills

Positive Listening Skills

- Attending Skills
- Following Skills
- Responding Skills

High Risk Responses

- Sending Solutions
- Evaluating
- Withdrawing

5. Ministerial Situation

- Knowing and trusting one another.
- Accurately understanding one another.
- Influencing and helping one another.
- Resolving problems and conflicts with one another.

6. Group Dynamics

- Size
- Cooperation "vs" Competition
- Leadership
- Communication
- Group Pressure
- Structure and Goals
- Status and Position
- Decision Making Structures

7. Communication Climate in Groups

Threatening Climate

- Hypercritical
- Controlling
- Manipulators
- Drop Outs
- Superiority
- Dogmatism

Supportive Climate

- Non-Judgmental
- Solution Oriented
- Spontaneity
- Empathy
- Equality
- Flexibility

8. Skills for Leading a Group

- Insure Maximum Participation
- Starting the Discussion
- Stopping the Discussion
- Handling Side Conversations
- Utilizing Silence
- Drawing Out Silent Members
- Taming Over Talkative Members