

"The Person-Centered approach, then is primarily a way of being which finds its expression in attitudes and behaviors that create a growth-promoting climate."

Carl R. Rogers

Designated Facilitators in Person-Centered Community Groups: Unnecessary and Insufficient

By Jerold D. Bozarth, Ph.D.

I have been permitted by Jerold to "serialize" his paper (Jerold's term). AND I also told Jerold I would like to respond to his article, which also seemed OK. I hope others will respond here and/or in our Person Centered Journal. There will be four parts to Jerold's paper as well as four responses from me. I do hope we will hear from others, also.

The bibliography will appear only twice; at the end of the first chapter of our "serial" and at the end of our last chapter.

KEN NEWTON

This presentation examines the role of facilitators in person-centered groups; especially, community groups. The basic principles of person-centered theory and some of Rogers' comments are related to this examination. In addition, some of my own observations about and experiences in such groups over the past forty years is offered to buttress my conclusions that (1) it is most ideal to not have facilitators; (2) if there are designated facilitators, they shouldn't do very much; and (3) that pre-conceived ideas about groups emanating from other theoretical stances have contaminated person-centered views and practice in groups. Some suggestions emanating from the Warm Springs Person-Centered workshops over the past nine meetings are reported.

This discourse was stimulated by discussion concerning the appointment of designated facilitators at the 1995 meeting of the ADPCA. One of my speculations about the different positions taken in that interchange is that these positions come from a mix of personal expectations and their personal experiences in groups (and not necessarily from experiences in person-centered groups). The intent in this paper is to present my thoughts with close attention to Rogers' basic theory and comments as well as to my own experience in multiple groups over the past forty years.

BIASED BACKGROUND

I should first attend to some of my own biases which were, possibly, first set in process by the first official group in which I was the "leader." My first professional position was that of a psychiatric rehabilitation counselor in a state mental hospital. I had no experience or supervision as a therapist or counselor, no formal group experience and had never heard of Carl Rogers. The job, however, turned out to involve doing mostly therapy with an added action dimension of assisting individuals to obtain training, find jobs and settle out of the hospital. Concomitantly, I worked on my masters degree in counseling and studied a "general counseling" model with the guidance of the project director of the state mental health program. I worked primarily with long term hospitalized psychotics in a project which turned out to have a high success ratio in terms of hard criteria of hospital release, small attrition rate, employment and independent living. When I learned about Carl Rogers, I was provided with a model of working with these individuals. My model, however, was not necessarily the form of Client-Centered Therapy. Rather, it was the adaptation of the necessary and sufficient conditions as a meta-model. As such, my first experience as a group "leader" was with a group of about fifteen individuals who had started living outside of the hospital after twenty or more years as hospital patients. It was started from the practical stance of allowing me to meet with them during trips each week to assist them with outside

(continued on page 2)

Designated Facilitators continued

adjustment. In short, nearly every semblance of the group violated the knowledge about groups (since I didn't know much about the group literature at the time). There were over 15 participants in the group who usually met under a shade tree. The structure consisted of my request for us to meet "...to see how things are going." It was a heterogeneous group who were diagnosed with a variety of labels. For example, members included a sixty year old male "chronic alcoholism: undifferentiated type," a sixteen year old male "Schizophrenic, hebephrenic," a "mentally retarded" (IQ: 50's) thirty year old woman, a forty year old male "manic-depressive," a thirty-five year old female "Schizophrenic, hebephrenic," a forty-five year old male "Schizophrenic, Paranoid," and a variety of individuals with still other diagnostic labels. They simply had the opportunity to talk (or not talk) about anything. No rules, directions, orientation were ever given. It was years later that I discovered that nearly everything about the group went against guidelines for groups. Nevertheless, standard criteria suggested success for nearly every member.

I became interested in groups and was involved as a facilitator and participant many times and in many kinds of groups over the years including Gestalt groups, Adlerian groups, Psychodrama, Tiger training, encounter groups, and T-groups. I personally facilitated groups which I considered client-centered with graduate students, vocational rehabilitation clients, out-patients from mental hospitals and others. I had some experience observing several therapeutic community groups in mental hospitals but did not experience large community groups until 1974 in community meetings at the LaJolla program. My die was probably cast by this time. Every year from that year, I was a participant in groups of some type with Rogers and his various colleagues. I became in effect a participant/observer who, I have been told, Rogers viewed as a puzzle and wondered, "Why does this guy come to these groups. He never says anything." (As an aside, I have always wondered why he forgot his own admonishment when he thought a Japanese woman who never said anything in any of his classes in Chicago couldn't possibly be getting anything from the program. When she turned out to be the major force promoting the Client-Centered Approach in Japan, Rogers said that he would never again assume that he could predict what a person was learning. I also noticed that over the years in the large groups, he became more silent himself with less need to respond to individuals).

Finally, several client-centered advocates envisioned an annual workshop which developed into what is mostly known as the Warm Springs experience which just held the tenth meeting of a seven day workshop. (It has usually been held in Warm Springs, Georgia).

It is with this background that I examine the conceptualization of the person-centered facilitator with a focus on the community group. I start with my conclusions about facilitators which are:

- (1) **it is most ideal to not have facilitators;**
- (2) **if there are designated facilitators, they shouldn't do very much except be themselves; and**
- (3) **that pre-conceived ideas about groups emanating from other theoretical stances have contaminated person-centered views and practice in groups (I believe that this is also true for individual therapy).**

These conclusions are based primarily upon theoretical considerations, Rogers' comments and my own observations and experiences.

(to be continued in the next issue of Renaissance)

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(continued on page 3)

RESPONSE TO JEROLD BOZARTH'S ARTICLE "DESIGNATED FACILITATORS IN PERSON-CENTERED COMMUNITY GROUPS: UNNECESSARY AND INSUFFICIENT"

When I first received this article from Jerold I thought it might be a personal statement to some comments I had made earlier and then I decided to go ahead and respond to this somewhat in that vain.

Jerold states in the first paragraph of the paper that "One of my speculations about the different positions taken in that interchange is that these positions come from a mix of personal expectations and their personal experiences in groups (and not necessarily from experiences in person-centered groups)," and I wondered if this is not true of all of our "positions." And who is defining what "The Person-Centered Group" is, was and will be. Later in this same paragraph Jerold states that "the intent in this paper is to present my thoughts with close attention to Rogers' basic theory and comments as well as to my own experience in multiple groups over the past forty years." And I feel that while my professional experience with groups (person-centered or otherwise) is only half of what Jerold's is, my experience in "multiple groups" began, most obviously, in my teen years — with social groups, academic societies and sport competitions. It was somewhat later (with the onset of my marriage, graduate school, etc.) that I found my self-esteem boosted by the love and caring from my wife's family and my fellow graduate students. These basic groups made me aware of my belonging with my peers and resulted in an improvement of marked significance for my self-esteem.

Jerold goes on to state "I should first attend to some of my own biases which were, possibly, first set in process by the first official group in which I was the leader."

For me, fortunately (or is it unfortunately) I seem to have always been a "leader." From grade school on (when I was captain, coach and manager of my basketball, touch football and softball teams.) I could get things done — AND at what a cost — to my own growth and to that of others as well.

Jerold states that "I worked on my masters degree in counseling and studied a "general counseling" model with the guidance of the project director of the state mental health program."

I (Ken Newton) really knew very little about groups until I became the Assistant Director of the Psychological Services Center at the University of Tennessee and was required to deal with 15-20 graduate students in their direction and supervision while they dealt with children and their parents which were assigned to them while they "practiced" the art of child and family psychotherapy. My recall of those years was that I was respected and feared AND I never cease to be embarrassed as I try to relate my "way of being" at that time. I "knew" what they were supposed to do and how they were supposed to do it.

(continued on page 4)

Designated Facilitators continued

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A Response to Jerold Bozarth's Article

In 1968 I attended a week long "Leadership Training Program" sponsored by the National Training Lab and by Georgia State University there in Atlanta. By that time I had become Director of the Psychological Services Center and had read and heard about these programs going on in Atlanta. Rumor had it that they were basically T-groups with strong encounter groups leanings. I saw this as a nice vacation paid for by the department here at UTK and this would help my functioning as a leader of the Psychological Service Center.

WELL — I went to this workshop in white shirt, tie, jacket — the works. Also a very short crew cut. I returned in turtle neck shirt, my hair beginning to grow and an entirely different view of human growth and "a way of being." All in one week. Obviously I was "ready" for something to happen. No one changes as drastically as I did in one short week without some "preparation." There was structure offered at this workshop and the freedom not to follow that structure if the participant preferred a different direction. These experiences with groups have led me to appreciate the value, potential and strength of groups for individual growth. Only with great effort can I accept that a person will grow in a "positive" direction if he or she is left alone to develop his/her own direction. My own knowledge and experiences have taught me that "facilitators" are always there. Which facilitators and what direction we are to follow can be left to fate or a degree of structure can be offered to enable the individual to begin the changes which increase his or her self-worth — their feeling of belongingness and acceptance.

Over and over I hear the "psychological atmosphere" or climate is all that must be provided to promote "the natural growth process of individuals." The basic assumption here is that the "natural growth process" is always a human, positive direction. The old myth of the potato that is stored in a dark, unstructured basement will continue to grow — to fulfill its destiny — in a healthy, positive direction — yes, there will be growth

— this growth will not be healthy or potato (self) fulfilling. Something will grow, AND it will not be a "better" potato. There will be long, struggling, pale tentacles reaching desperately for something. If that "something" is provided, some nurture (fertilizer, health, climate) a good (or even better) potato will develop (be created).

There are some fertilizers (facilitators) who are more growthful than others. To assume that I know best at all times is an obvious mistake. To assume that I do not know more than anyone else is even more of an obvious mistake and to assume that I don't influence/grow others is the biggest mistake.

A monkey may write a good novel if given enough time and enough monkeys and if someone provides the typewriters, and places them where these monkeys can find them, show them how to turn them on, etc. There must be a better way to write a novel — (or to enable a human being to develop to his/her utmost). "Good" novels and people do not happen by accident.

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- Patterson, C. H. (1974). *Relationship Counseling and Psychotherapy*, Harper & Row.
- Rogers, Carl (Of course, I feel anything by Rogers helps).

(to be continued in the next issue of Renaissance)

Recommended Readings

- 1) *Murayama, Shoji & Yukishige, Nakata*
Fukuoka Human Relations Community: A Network Approach to Developing Human Potential. *Journal of Humanistic Psychology*, 36 (1), 91-103.
- 2) *Maurice Friedman*
Dialogue and the Human Image, Sage Publications; 1992.
- 3) *Maurice Friedman*
The Healing Dialogue in Psychotherapy, New York, Jason Aronson, 1985.

NOTES

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PRESENTATION AT ANNUAL MEETING

I am planning to offer a presentation at the Annual Meeting in Kutztown titled "Rogers' Note on Congruence". I shall hand out Rogers' quotes, discuss some implications as I see them, and then open for discussion. Here are the quotes:

"There is an important corollary of the construct of congruence which is not at all obvious. It may be stated this way. If an individual is at this moment entirely congruent, his actual physiological experience being accurately represented in his awareness, and his communication being congruent with his awareness, then his communication could never contain an expression of external fact. If he were congruent he could not say "That rock is hard"; "He is stupid"; "You are bad"; or "She is intelligent". The reason is that we never experience such facts. Accurate awareness of experience would always be expressed as feelings, perceptions, meanings from an internal frame of reference. I never know that the rock is hard, even though I may be very sure that I experience it as hard if I fall down on it...If the person is thoroughly congruent then it is clear that all of his communication would necessarily be put in a context of personal perception. This has very important implications" (Rogers, 1961. A tentative formulation of a general law of interpersonal relationships. In *On Becoming a Person*. p 341).

Rogers follows that statement with an "aside": *"...for a person to always speak from a context of personal perception does not necessarily imply congruence, since any mode of expression may be used as a type of defensiveness."*

Barbara Temaner Brodley

FROM BARBARA BRODLEY

I am not collecting the titles of articles for mention in the ADPCA *Renaissance* newsletter any more. Ken Newton, the editor of the newsletter will in the future handle receiving and publishing articles for a "Recommended Readings" section in *Renaissance*. Anyone who wishes to mention an article or book that they think might be of interest to client/person-centered readers who receive the newsletter should send their suggestion to:

IBERG'S SELF-DIAGNOSTIC CHECKLIST

This is a new tool for when you (or someone you know) is troubled about something. Consider these six questions: perhaps one or two of them will "resonate" and get things moving toward insight and a constructive next step. I hope so!

1. **Have I taken the time to lay out the subtle complexities of the situation and my feelings so that I can see and feel all that as a whole?**
2. **Have I provided myself circumstances in which I feel safe enough, I feel well understood, and I have relief from time pressures, so that my delicate felt sense of the issues can and does form?**
3. **Have I identified where there is a difference between how I want to feel and how I do feel?**
4. **Can I witness what I feel without evaluation, just observing what is there?**
5. **Can I "let go" to what I feel now, not holding on to old habits and familiar ways of thinking and feeling?**
6. **Is my attitude toward myself respectful, expressing belief that I can tap the positive and creative potential of forces beyond my conscious understanding?**

What needs to happen to turn the "no's" into "yes's"?

These questions are derived from ideas developed at further length in a recent paper of mine entitled, "Find the body's next step: ingredients and hindrances." If you are interested in reading more, let me know.

James Iberg
2009 McDaniel Avenue
Evanston, IL 60201-2124
(847) 864-0303

Dr. Ken Newton
Psychology Department
University of Tennessee
Knoxville, TN 37996 USA
Phone: 423-974-2165

(Let's keep those articles and books coming — Editor)

Membership in the Association for the Development of the Person-Centered Approach

ADPCA is an international network of persons who support the development and application of the person-centered approach. ADPCA is an association that seeks to further a pioneering spirit and vision of what person can become.

Functions of ADPCA:

The Association is an interdisciplinary and international network which welcomes the participation of educators, psychologists, nurses, social workers, health service providers, pastoral counselors, psychiatrists, psychotherapists, counselors, marriage and family therapists, organization development specialists, and other professional and lay persons involved in the field of human relations, and personal and interpersonal development.

Its current FUNCTIONS include:

Sponsorship of an annual meeting which includes activities that are experiential, theoretical, and practical (business meetings).

Publication of a quarterly newsletter, RENAISSANCE.

Publication of the PERSON-CENTERED JOURNAL, presently being published twice a year.

Publication of an annual membership directory.

Dissemination of information about other person-centered activities and organizations throughout the world.

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**To Join or Change Address:
or Membership Information:**

Julie Rabin
P.O. Box 396
Orange, MA 01364
(508) 544-7064

Person-Centered Journal Information:

Jerold D. Bozarth
The Person-Centered Studies Project
Aderhold 402
University of Georgia
Athens, GA 30602 USA
(706) 542-4127

Renaissance Newsletter Submissions:

Ken Newton
Psychology Department
University of Tennessee
Knoxville, TN 37996 USA
(423) 974-2165

11TH ANNUAL CONFERENCE OF THE A D P C A

**THURSDAY-MONDAY
MAY 23-27, 1996
KUTZTOWN, PENNSYLVANIA**

THURSDAY, MAY 23RD

7:00-9:00 Preconference Registration
9:00-5:00 Preconference Workshops

WORKSHOP I: Theory & Practice of Client-Centered Therapy

MARGE WITTY & SUSAN PILDES

Theoretical discussion and video presentations of client-centered therapists in therapy. Practice in the empathic understanding response process and all that it entails (Maximum enrollment 12)

WORKSHOP II: The Promise of Human Relations Groups

KEN NEWTON

Theoretical and practical issues related to future directions associated with person centered oriented groups (Maximum enrollment 12)

WORKSHOP III: What is Person-Centered Education and Why are People Saying Such Terrible Things About It?

CAROL WOLTER-GUSTAFSON

The PCA offers a unique perspective on education within the humanistic, progressive and democratic stream of theory and practice. We will explore the issue personally, experientially, and theoretically.

9:00-6:00 Conference Registration
6:00-7:30 Dinner
8:00 Community Meeting

FRIDAY, MAY 24TH

8:00-9:30 Breakfast
9:30-11:00 Presentations

I. Offering a Living Encounter: A Healing Dialogue Between a Woman and a Man

CAROL WOLTER-GUSTAFSON

II. Panel: Person-Centered Couples and Family Therapy

TOM SEAY (MODERATOR) WITH D. BOWER, B. BRODLEY, & N. GAYLIN

III. Locus of Evaluation Revisited
JULES SEEMAN

11:00-12:00 Small Groups
12:00-1:30 Lunch
1:30-3:00 Presentations

I. Carl Rogers' Notes on Congruence
BARBARA BRODLEY

II. Person-Centered University Union Activism: A Personal Experience

ALBERTO SEGRERA

III. Open Forum Discussion: Gay, Lesbian, and Biaffectionate Issues

KEVIN KUKOLECK

3:00-4:30 Business Meeting
4:30-6:00 Free Time/Wilkum Mixer (Soda, Wine, Beer, Snacks)

6:00-7:30 Dinner
8:00 Community Meeting

SATURDAY, MAY 25TH

8:00-9:30 Breakfast
9:30-11:00 Presentations

I. Revolutionary Aspects of Rogerian Theory & Future Implications

JEROLD BOZARTH

II. The Non-directive Attitude
BARBARA BRODLEY

III. Panel Presentation and Demonstration: The Internet, e-mail, Word-Wide Web, etc.

ED BODFISH, WITH F. BROWN & N. RASKIN

11:00-12:00 Small Groups
12:00-1:30 Lunch
1:30-3:00 Presentations

REGISTRATION FORM

Preconference Training \$20 _____
Conference (Registration) \$150 _____
Conference (Room) \$70 _____
Extra Night (specify) \$17 _____
Single room in suite (add) \$25 _____
Conference Board (all meals) \$45 _____
Saturday Dinner Only \$10 _____
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Partial Registration \$35/day _____
TOTAL ENCLOSED _____

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Department of Counseling - KU
Kutztown, PA 19530
610-683-4211
Fax: 610-683-4010

If you have not registered as yet,
housing may be a problem.
Contact Jo immediately.

I. Panel: Stolorow's Intersubjectivity Theory and Client-centered Therapy Theory: How Similar are They?
ED KAHN, WITH B. BRODLEY & N. RASKIN

II. The Psychotherapist of Tomorrow: A Vision and A Challenge

To all who wish to participate in deeper discussion of the continuity and change in the evolution of the person-centered approach
RUTH SANFORD

III. Neuropsychological Assessment as a Vehicle for Empathically Understanding Brain Damaged Adults
JON ROSE

3:00-4:00 Free Time
4:00-7:00 Community Meeting
7:00 Dinner & Social

SUNDAY, MAY 26TH

8:00-9:30 Breakfast
9:30-11:30 Business Meeting
11:00-12:00 Free Time
12:00-1:30 Lunch
1:30-3:00 Presentations

I. "Songs of Innocence" - Client-Centered Therapy with Children in Schools

JEANNE STUBBS

II. The International Archives of the Person-centered Approach: Report on Its Development to Date

ALBERTO SEGRERA

III. Person-centered Practice: Striving for Perfection or Naturalness and Other Issues

NAT RASKIN

3:00-4:30 Presentations

I. Experience the Therapy in Music
LORIANNE SITZABEE

II. Empathy: How Does One Know that One Knows
DOUG BOWER

III. Person-centered Addictions Counseling: An Oxymoron
JO COHEN

4:30-6:00 Small Group
6:00-7:30 Dinner
8:00 Community Meeting

MONDAY, MAY 27TH

8:00-9:00 Continental Breakfast
9:00-12:00 Community Meeting
12:00-1:30 Brunch
1:30 Kite Flying

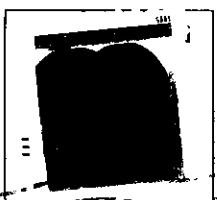
Planning Committee:
Karen Butcher, Dave Clewell, Jo Cohen, Liz Fox, Anita Goodwin, Teri Mertz, Laurie Silverstein

ANONYMUS NOTES I HAVE FOUND — EDITOR

The person who does not make mistakes usually does not make anything.

A hundred years from now it will not matter what my bank account was; the sort of house I lived in; or the kind of car I drove — but there will be a difference if I was important to a child/person.

People do not care how much you know, until they know how much you care.



Renaissance
% Ken Newton
Psychology Department
UTK
Knoxville, TN 37996