

Group Dynamics

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Group Dynamics in Multicultural Group Counseling

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Abstract: Group dynamics are important in multicultural group counseling. Group leaders can create an inclusive and supportive environment for group members to broaden their understanding of diversity, and improve collective psychological well-being. This research is qualitative research where researchers are directly involved in group counseling activities. Members of the group consist of 10 people of various ethnicities. Data were taken through interview and observation techniques and analyzed using inductive analysis techniques. The results showed that group dynamics in multicultural group counseling can be carried out at the early stage, transition stage, activity stage, and termination stage. Group leaders must improve their multicultural ability to overcome obstacles in the implementation of multicultural group counseling by adding insight related to cultural values and diversity of light games that can accommodate the cultural diversity of group members.

Keywords: Group Counseling, Group Dynamics, Multicultural.

A. Introduction

Multicultural group counseling is a type of group counseling that links people from different cultural, religious, or ethnic backgrounds (Pedersen et al., 2008; Rifani et al., 2022). The main goal of multicultural group counseling is to create a comfortable and inclusive space where individuals can share experiences, explore individual problems, and gain support from each other (Pedersen et al., 2008; Ristianti, 2018).

Multicultural group counseling recognizes and values cultural, religious, and ethnic diversity. Group members must be respected and respected without the tendency to judge or discriminate. In multicultural counseling, the facilitator of group counseling needs to ensure that each member has equal opportunities to participate and dialogue in the group (Elizar, 2018; Yusuf, 2016). Justice must be practiced in all aspects of group interaction (Moodley, 2007). Group counseling facilitators should have a good description of different cultures and think about these comparisons in designing and facilitating the counseling phase (Mustaqim, 2021). This includes an introduction to different cultural practices as well as a

description of how people's life experiences can be influenced by their culture (Bemak & Chung, 2004).

Clear and open communication is very meaningful in multicultural group counseling. Facilitators must foster a supportive atmosphere in which group members feel safe to share and care for each other (Ardila, 2019; Setiawan, 2022). Multicultural group counseling aims to overcome stereotypes and prejudices that exist. Facilitators must help group members identify and master stereotypes they may internalize and methods of overcoming them (Erby, 2019).

Multicultural group counseling urges cooperation among group members. Gaining perspectives and ideas from different cultural backgrounds can help unpack problems more creatively and holistically. Multicultural group counseling can provide significant benefits, such as increased interpretation, strong social support, and better self-acceptance. This means that group counseling facilitators have a solid description of people's cultural diversity and life experiences to facilitate groups efficiently (Deliani, 2018; Febrianti et al., 2017).

Group dynamics play a meaningful role in group counseling (McRae & Short, 2010). Group dynamics refers to interactions and bonds between group members that affect the atmosphere, participation, and outcome of counseling (Rasimin & Hamdi, 2018). Positive and inclusive group dynamics can produce supportive and empathetic areas. Group members can support, understand, and empathize with each other in experiencing individual challenges and problems. In this comfortable area, group members can feel heard and supported by others facing the uniform experience (Safithry & Anita, 2019).

In diverse groups, people bring different experiences, perspectives, and descriptions of cultures. This can enrich group counseling by sharing a broader perspective on experiencing problems and creating solutions. Through interaction with people from different cultural backgrounds, group members can gain new knowledge about different methods of view and values (Ristianti et al., 2019).

Group dynamics provide opportunities for group members to see and master themselves better. Through interactions with others, group members can receive constructive feedback, reflect on their experiences, and gain insight into their mindsets and attitudes. This process allows them to develop as well as improve themselves individually (Winkel & Hastuti, 2006). Group dynamics allow group members to learn from each other. They can share strategies, expertise, and knowledge that are useful in overcoming problems or experiencing certain challenges. Group members can also learn from the experiences of others, both in terms of success and mistakes. This social education process can provide motivation and inspiration for group members to achieve positive changes in their lives.

Inefficient group dynamics, group members can work together to find solutions to the problems they face (Pedersen et al., 2008). Through the process of solving group problems, they can combine their thoughts, inspirations, and experiences to create better and various solutions. Dialogue and donations from different group members can help identify alternative solutions that may not have

been thought of beforehand. Thus, good group dynamics are very meaningful in group counseling because they can facilitate support, description, self-reflection, education, and collaborative problem-solving. Group counseling facilitators have a significant position in facilitating healthy and productive group dynamics so that group members can use them optimally (Fatchurahman et al., 2021). This study aims to see group dynamics in multicultural group counseling.

B. Methods

The procedure used in this research is a type of qualitative research where researchers are directly involved with members of groups from various ethnicities including Javanese, Rejang, South Bengkulu, and Minang. Group members numbered 10 people and the research was carried out at the Al-Hasan Jember Islamic boarding school. Data were taken by observation and interview techniques and then analyzed using inductive analysis techniques.

C. Results and Discussion

Result

The implementation of Multicultural Group Counseling will be held on January 20, 2023. Located at Pondok Pesantren Al-Hasan, Jember Regency. The group members numbered 10 people consisting of Javanese, Bengkulu, and Minang ethnicity. The group is led directly by researchers.

The implementation of Group Counseling at the initial stage is:

1. Openly accept and thank you for the arrival and willingness of group members to explore activities.
2. Pray together guided by the leader of the group.
3. Explain the interpretation of the group tutorial service.
4. Explain the purpose of implementing the group tutorial service.
5. Describe the method of implementing group tutorials.
6. Explaining the principles of group tutorials are the principles of volunteerism, openness, activity, normativeness, and confidentiality
7. Carry out introductions followed by a series of names that make all members actively involved.

In the second stage, it enters the Transition stage where group activities are carried out as follows:

1. Re-explain briefly the method of implementing group activities.
2. Conduct questions and answers to justify the readiness of group members to undergo activities in the next session (third session).
3. Identify the mood and mind of each group member to recognize their readiness for the third session.
4. The group leader shares opportunities with group members to raise problems/topics he thinks about.

5. The group leader invites the members of the manual group to the main topic to be discussed. From the reviews, the topic agreed to discuss was "tips on becoming a good listener".

The next stage is the Activity stage, where the activities at this stage are:

1. In the review process, all members of the group actively discuss topics through various methods, such as: asking, explaining, critiquing, giving examples, expressing individual experiences, and advocating.
2. Group members are allowed to respond to what other group member's display.
3. Conduct a short game "Caca" for all service participants.

The final stage in the activities of multicultural groups is the Termination stage. At this stage, activities are carried out:

1. The group leader said that the activity was about to end quickly.
2. Group members make impressions throughout the course of exploring the activity.
3. Group members find this activity very useful because members have new descriptions and experiences, new enthusiasm, and their impressions are very positive.
4. Expressing messages and hopes is that participants expect a continuation of group tutorial service activities.
5. Concluding prayer

Discussion

In multicultural group counseling, group dynamics are a very meaningful aspect. Group dynamics in a multicultural context highlight interactions between individuals from different cultural, religious, or ethnic backgrounds. The dynamics of multicultural groups in this study reflect respect and respect for the cultural, religious, and ethnic diversity of group members. This means a lot in producing an area that is comfortable, inclusive, and free from discrimination or prejudice. This appreciation for diversity allows everyone to feel accepted and heard in the group (Moodley, 2007).

The leaders of the multicultural group counseling in this study should have a great cultural understanding and sensitivity to cultural comparisons (Febrianti et al., 2017; Rahmi, 2022) It relates descriptions of cultural norms, values, and practices that may influence the life experiences of group members. By mastering people's cultural backgrounds, facilitators can help overcome misperceptions, stereotypes, or conflicts that may arise (Vera & Speight, 2003). But the implementation of automatic and smart sequences often cannot slide quickly as expected. In the early stages of providing group counseling services, there are often still doubts about the accuracy of the substance of the demands attempted; this is due to a lack of understanding of the values held by group members. In the early stages, there are still difficulties entering the client world quickly, thoroughly, and smartly (Safithry & Anita, 2019).

Multicultural group dynamics urge open discussion, penance, and a non-judgmental approach between group members. Dialogue that takes place with an open attitude and respect for comparison helps deepen the description of life experiences and unique perspectives of different individuals. It also opens up opportunities to build bridges of description and dismantle stereotypes that could have gaps (Grimes & Kivlighan, 2021).

Multicultural group dynamics can be a powerful platform to increase self-understanding of cultural self-evidence, privileges, or biases that group members may have. This process of self-reflection helps individuals identify their perspectives, master how their life experiences are influenced by their cultural backgrounds, and improve the description of cultural consequences on interactions between individuals (Pabbajah et al., 2022).

Multicultural group dynamics demand intercultural cooperation, where group members can learn and exchange knowledge and expertise of different cultures. This process allows people to view perspectives and solutions from different perspectives, which can enrich the experience and problem-solving of the group. In its implementation, the activities of the group are very minimal types of interesting games, so that in groups consisting of citizens from various ethnicities have not been tried for diversity. So counselors must be given a variety of interesting games that can accommodate cultural diversity (Ningsih et al., 2022). By mastering and thinking about multicultural group dynamics, group counseling facilitators can produce inclusive and supportive areas for group members. This allows individuals from different cultural backgrounds to overcome common challenges, broaden their descriptions of diversity, and improve collective psychological well-being.

D. Conclusion

Group dynamics in multicultural group counseling can be carried out in the early stages, transitional stages, activity stages, and termination stages. Group leaders must improve multicultural skills to overcome obstacles in the implementation of multicultural group counseling by adding insight related to cultural values and diversity of light games that can accommodate the cultural diversity of group members.

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