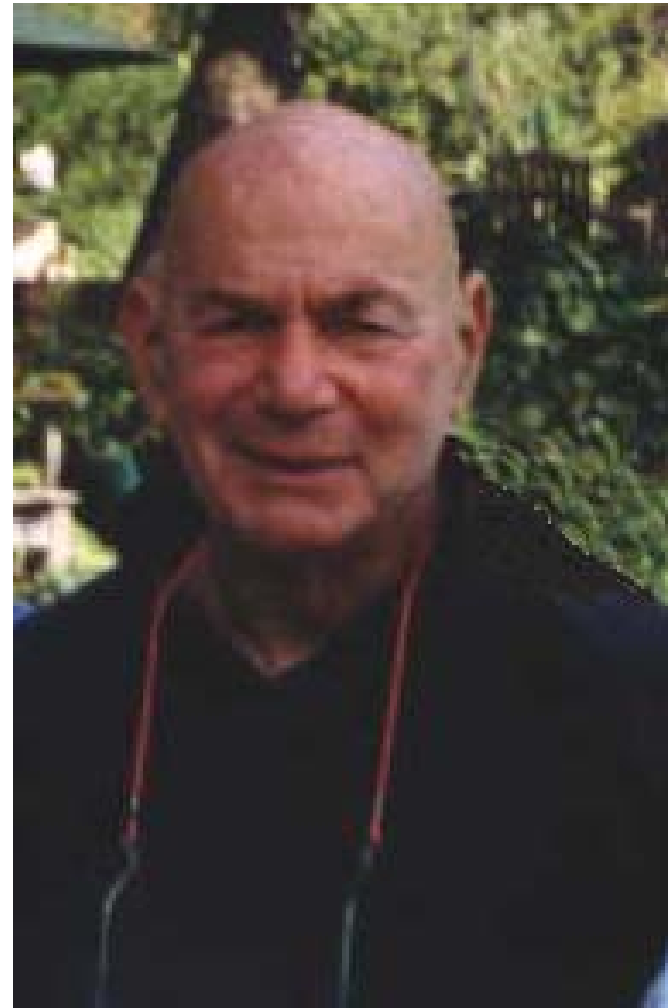


Group Development Theory

William C. Schutz
(1926 – 2002)



Will Schutz

- 1926: Born in Chicago
- Jewish family that emphasized achievement
- “The story was to look good. I never even thought to think about telling the truth or saying how I really feel.”

Will Schutz

- 1950: Finished Ph.D. Psychology, UCLA and taught at University of Chicago
- Invented new statistic in dissertation.
- Interested in people and social psychology.
- Focused on research design, scientific method, probability theory.
- Became interested in groups.

Will Schutz

- 1954-1958: Attended Harvard
- Learned Process Groups by Elvin Semrad—groups to teach group therapy to psychiatrists.
- Important influence: Crossed from academic observer to participant—began to experience the emotions of groups.
- Learned how to run groups—audio taped, reviewed, asked Semrad “Why did you do that?”
- New developments (psychoanalysis, bioenergetics, rolfing, etc.) adding his group method called “open encounter.” Enter group and apply what’s needed.

Will Schutz

- 1958-1962: Attended Berkeley
- 1962: New York, Albert Einstein Medical School
- Conducted NTL T-Groups and experimented with psychological techniques.

Will Schutz

- 1966 – 1975: Age 40, questioning direction, divorced and moved to California.
- Joined Esalen Institute
- Poor, wild and free.
- “Virtually everybody who was working on the human potential came to Esalen.”
- Learned Aikido, acupuncture, bodywork, nutrition, etc.
- Found “if I worked in groups long enough, I kept running into the body.”
- “Self awareness involves hearing messages from your body.”
- Wrote *Joy in a weekend*, *Body Fantasy*, *Profound Simplicity*

Will Schutz

- 1975: San Francisco
- Wanted to pull together 20 years academia/research and 10 years experiential.
- Tried in a hospital—doctors uninterested in holistic approach.

Will Schutz

- 1979: San Francisco
- Began Holistic Studies Graduate Program at Antioch University
- Learned that “the way I make a group is not to try to make them into a group but to help everyone become more like they want to be.”

Will Schutz

- 1983: Moved into consulting
- Former President / Business Consultant
WSA
- Focus on openness—telling the truth.
- Business grew *slowly*.
- Felt 80%+ of organizational problems rooted in not telling the truth.