

Psychology 460 Counseling & Interviewing

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Overview

- Intro: The Effective Counselor
- Intro: Counseling for the Counselor
- Intro: The Counselor's Values
- Intro: Multicultural Counseling
- Intro: Issues Faced By Beginning Therapists
- Intro: Staying Alive
- *Personal Characteristics of Effective Counselors*
- *Personal Counseling for the Counselor*
- *The Counselor's Values & Therapeutic Process*
- *Becoming an Effective Multicultural Counselor*
- *Issues Faced By Beginning Therapists*
- *Staying Alive as Person & Professional*

The Effective Counselor

- The most important instrument you have is YOU
 - Your living example, of who you are and how you struggle to live up to your potential, is powerful
- Be authentic
 - The stereotyped, professional role can be shed
 - If you hide behind your role the client will also hide
- Be a therapeutic person and be clear about who you are
 - Be willing to grow, to risk, to care, and to be involved

Counseling for the Counselor

- In your experience of being a client you can:
 - Consider your motivation for wanting to be a counselor
 - Find support as you struggle to be a professional
 - Have help in dealing with personal issues that are opened through your interactions with clients
 - Be assisted in managing your countertransferences
- Corey believes "...that therapists cannot hope to open doors for clients that they have not opened for themselves."

The Counselor's Values

- Be aware of how your values influence your interventions
- Recognize that you are not value-neutral
- Your job is to assist clients in finding answers that are most congruent with their own values
- Find ways to manage value conflicts between you and your clients
- Begin therapy by exploring the client's goals

Multicultural Counseling

- Become aware of your biases and values
- Attempt to understand the world from your client's vantage point
- Gain a knowledge of the dynamics of oppression, racism, discrimination, and stereotyping
- Study the historical background, traditions, and values of your client
- Be open to learning from your client
- *More later on Effective Multicultural Counseling*

Issues Faced by Beginning Therapists

- Achieving a sense of balance and well-being
- Managing difficult and unsatisfying relationships with clients
- Struggling with commitment and personal growth
- Developing healthy, helping relationships with clients
- *More on Issues Faced by Beginning Therapists Later*

Staying Alive – It's a Prerequisite

- Take care of your single most important instrument – YOU
- Growth in Your own life is crucial
- Know what causes burnout
- Know how to recognize and remedy burnout
- Know how to prevent burnout

Personal Characteristics of Effective Counselors

- Most Important:
 - the ability to look at, understand and accept yourself (as a counselor) and your clients

Personal Characteristics of Effective Counselors

- The Authenticity of the Counselor
- The counselor as a therapeutic person

Personal Characteristics of Effective Counselors

- The Authenticity of the Counselor
 - Be a real person in a relationship with appropriate self-disclosure

Personal Characteristics of Effective Counselors

- The counselor as a therapeutic person
 1. They have an identity
 2. They respect and appreciate themselves
 3. They are able to recognize and accept their own power
 4. They are open to change
 5. They are expanding their awareness of self and others
 6. They are willing and able to tolerate ambiguity

Personal Characteristics of Effective Counselors

■ The counselor as a therapeutic person

- 7. They are developing their own counseling style
- 8. They can experience and know the world of the client
- 9. They feel alive and their choices are life-oriented
- 10. They are authentic, sincere, and honest
- 11. They have a sense of humor
- 12. They make mistakes and are willing to admit them

Personal Characteristics of Effective Counselors

■ The counselor as a therapeutic person

- 13. They generally live in the present
- 14. They appreciate the influence of culture
- 15. They are able to reinvent themselves
- 16. They are making choices that shape their lives
- 17. They have a sincere interest in the welfare of others
- 18. They become deeply involved in their work and derive meaning from it
- 19. They maintain healthy boundaries

Personal Counseling for the Counselor

■ The counselor is encouraged to experience being the client before counseling others



The Counselor's Values and the Therapeutic Process

■ The role of values in counseling

- 1. Assist individuals in finding answers that are most congruent with their own values
- 2. Competent perception and expression of feelings
- 3. A sense of being a free and responsible agent
- 4. Developing strategies for managing stress
- 5. Self-awareness and growth
- 6. Being committed in marriage, family, and other relationships

The Counselor's Values and the Therapeutic Process

■ The role of values in counseling

- 7. Self-maintenance and physical fitness
- 8. Having orienting goals and a meaningful purpose
- 9. Forgiveness
- 10. Regulated sexual fulfillment
- 11. Spirituality/ religiosity

The Counselor's Values and the Therapeutic Process

■ Dealing with value conflicts

- The therapist needs to be aware of their *own experiences and systems of values* and how they can influence in a therapeutic relationship

The Counselor's Values and the Therapeutic Process

- The role of values in developing therapeutic goals
 - It is critical that the general goals of the therapist be *congruent with the personal goals of the client*
 - The counselors need to be able to understand, respect, and work within the framework of the client's world

Becoming an Effective Multicultural Counselor

- Acquiring competencies in multicultural counseling
 - Beliefs and attitudes of culturally skilled counselor
 - From culturally unaware to ensuring their personal biases, values, or problems w/n interfere with ability to work w/culturally different clients
 - Cultural self-awareness & sensitivity to own cultural heritage essential
 - Aware of own positive & negative emotional reactions toward other racial/ethnic groups so as not to impede developmental of collaborative relationship w/client
 - Seek to examine & understand client's worldview

Becoming an Effective Multicultural Counselor

- Seek to examine & understand client's **WORLDVIEW**

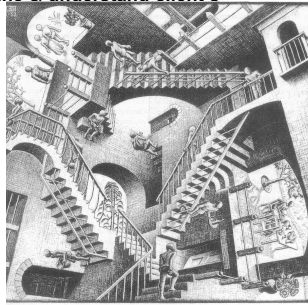


Figure 1.1 "Relativity," by M. C. Escher

Becoming an Effective Multicultural Counselor

- Acquiring competencies in multicultural counseling
 - Beliefs and attitudes of culturally skilled counselor
 - Respect clients' religious & spiritual beliefs & values
 - Own cultural heritage not superior but able to accept & value cultural diversity
 - Realize traditional theories & techniques may not be appropriate for all clients or for all problems
 - Culturally skilled counselors monitor their functioning through
 - Consultation
 - Supervision
 - Further training or education

Becoming an Effective Multicultural Counselor

- Acquiring competencies in multicultural counseling
 - Knowledge of culturally skilled counselors
 - Specifically about own racial & cultural heritage & how it affects them personally & professionally
 - Dynamics of oppression, racism, discrimination, & stereotyping
 - Client's cultural backgrounds
 - Does not impose own values & expectations on client's from differing cultural backgrounds
 - Avoids stereotyping clients
 - External sociopolitical forces influence all groups & how these forces operate with respect to treatment of minorities

Becoming an Effective Multicultural Counselor

- Acquiring competencies in multicultural counseling
 - Knowledge of culturally skilled counselors
 - Aware of institutional barriers that prevent minorities from utilizing mental health services in their communities
 - Historical background, traditions, & values of the client populations with whom they work
 - Minority family structures, hierarchies, values, & beliefs

Becoming an Effective Multicultural Counselor

- Acquiring competencies in multicultural counseling
 - *Knowledge* of culturally skilled counselors
 - Community characteristics & resources
 - How to help clients make use of indigenous support systems
 - Where lacking knowledge, seek resources to assist
 - Greater the depth & breadth of knowledge of culturally diverse groups, the more likely they are to be effective practitioners

Becoming an Effective Multicultural Counselor

- Acquiring competencies in multicultural counseling
 - Skills and intervention strategies of culturally skilled counselors
 - Educate their clients to therapeutic process (goals, expectations, legal rights, counselor's orientation)
 - Use methods & strategies & define goals consistent with the life experiences & cultural values of client
 - Modify & adapt interventions to accommodate cultural differences

Becoming an Effective Multicultural Counselor

- Acquiring competencies in multicultural counseling
 - Skills and intervention strategies of culturally skilled counselors
 - Do not force their clients to fit within one counseling approach, but recognize that counseling techniques may be culture-bound
 - Able to send & receive both verbal & nonverbal messages accurately & appropriately
 - Become actively involved w/minority individuals outside the office (community events, celebrations, & neighborhood groups)

Becoming an Effective Multicultural Counselor

- Acquiring competencies in multicultural counseling
 - Skills and intervention strategies of culturally skilled counselors
 - Willing to seek out educational, consultative, & training experiences to enhance their ability to work with culturally diverse client populations
 - Consult with multiculturally sensitive professionals regarding issues of culture to determine whether or where referral may be necessary

Becoming an Effective Multicultural Counselor

- **Incorporating culture into counseling practice**
 1. welcome diversity
 2. how ones own cultural background has an influence on ones thinking and behaving
 3. identify your basic assumptions
 4. pay attention to common ground
 5. its not necessary to learn everything about your clients background before treating them
 6. spend time preparing clients for counseling
 7. be flexible in applying methods you use with clients

Issues Faced by Beginning Therapists

- **Dealing with our anxieties**
 - Beginning counselor's level of anxiety demonstrates awareness of uncertainties of future w/clients & of our abilities to really be there & stay w/them
 - Willingness to recognize & deal with these anxieties (as opposed to denying them) is mark of courage
 - Openly discuss anxieties w/ supervisors & peers
 - Gain support from fellow interns with same concerns, fears, & anxieties

Issues Faced by Beginning Therapists

- **Being and disclosing ourselves**
 - disclosing persistent feelings that are related to the present can be useful
 - disclosure that is unrehearsed is useful
 - find a middle ground

Issues Faced by Beginning Therapists

- **Avoiding Perfectionism**
 - everyone will make mistakes from beginners to expert therapist
- **Being honest about our limitations**
 - delicate balance between learning our realistic limits and what we think as being "limits"

Issues Faced by Beginning Therapists

- **Understanding silence**
 - it can have a variety of meanings from bored to resistance
- **Dealing with demanding clients**
 - make your expectations clear during initial meeting
- **Dealing with uncommitted clients**
 - be direct and caring when confronting the clients

Issues Faced by Beginning Therapists

- **Tolerating Ambiguity**
 - Anxiety of not seeing fruits of their labor
 - Clients may get worse before they get better
- **Avoiding Losing Ourselves in Our Clients**
 - Most therapeutic = to be as fully present as we're able (feeling w/ our clients & experiencing their struggles) but let them assume responsibility of their living & choosing outside of session

Issues Faced by Beginning Therapists

- **Developing a Sense of Humor**
 - Can be a welcome relief when we admit that pain is not our exclusive domain
 - Laughter or humor d/n mean that work is not being accomplished
 - But, there are times when laughter is used to cover up anxiety or to escape from experience of facing threatening material

Issues Faced by Beginning Therapists

- **Accepting Slow Results**
- **Avoiding Self-Deception**
- **Establishing Realistic Goals**
- **Sharing Responsibility With the Client**
 - Mistake to accept full responsibility
 - Mistake to refuse to take responsibility for making accurate assessments & designing appropriate treatment plans
 - Eventually, if we are effective, we will be out of business!
- **Declining to Give Advice**
 - Counseling c/n be confused w/ dispensing advice (even when clients demand it)

Issues Faced by Beginning Therapists

- **Defining Your Role as a Counselor**
 - Dependent on factors such as client populations, specific therapeutic services you are providing, particular stage of counseling, setting in which you work
 - Role not defined once & for all but will redefine at various times

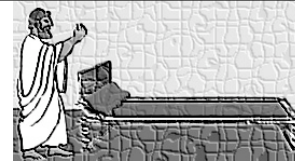
Issues Faced by Beginning Therapists

- **Learning to Use Techniques Appropriately**
 - Ideally, therapeutic techniques:
 - Should evolve from therapeutic relationship and
 - should enhance client's awareness or
 - suggest possibilities for experimenting with new behavior

Issues Faced by Beginning Therapists

- **Developing Your Own Counseling Style**
 - Inhibit your effectiveness if you attempt to imitate or fit most of your behavior into the Procustean bed of some expert's theory
 - Don't blur your potential uniqueness by trying to imitate them

Myth of Procrustes



- Procrustes, or "one who stretches," was a robber in the myth of Theseus
- He preyed on travelers along the road to Athens
- He offered his victims hospitality on a magical bed that would fit any guest
- He then either stretched the guests or cut off their limbs to make them fit perfectly into the bed
- Theseus, traveling to Athens to claim his inheritance, encountered the thief
- The hero cut off the evil-doer's head to make him fit into the bed in which many "guests" had died

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- **Developing Your Own Counseling Style**

Staying alive as a person and as a professional

- Causes of burnout
 - 1. same type of work with little variation
 - 2. giving a great deal but not getting much back
 - 3. lacking a sense of accomplishment and meaning in work
 - 4. working with a difficult population
 - 5. under constant pressure to produce, perform, and meet deadlines
 - 6. facing unrealistic demands on your time and energy
- Remedies for burnout
 - 1. personal responsibility of what you can do

Staying alive as a person and as a professional

- Preventing burnout
 - 1. evaluate your goals, priorities, and expectation
 - 2. recognize that you can be an active agent in your life
 - 3. think of ways to bring variety into work
 - 4. find other interests besides work
 - 5. learn to monitor impact of stress on the job & at home

Staying alive as a person and as a professional

- Preventing burnout
 - 6. learn to ask for what you want
 - 7. find meaning through play, travel, or new experiences
 - 8. rearrange your schedule to reduce stress
 - 9. make time for spiritual growth
 - 10. seek counseling as an avenue of personal development