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Using a Personal Change Project to Develop Counselor Trainee/Supervisee Empathy

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Agenda

- Brief review of Stages of Change Theory
- Brief review of Counseling Supervision Models
- Identify supervisee struggles to understand the client change process
- Identify why clients get "stuck" in change process
- Develop personal change plan
- Process implications of personal change project with supervisees/trainees

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Stages of Change

- Prochaska and DiClemente in the early 1980s
- Client conceptualization
- Clinicians can draw from many therapeutic models
- 4 dimensions of change:
  - Stages of change
  - Processes of change
  - Markers of change
  - Context of change

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Stages of Change

- Precontemplation
  - No intent to change, problem behavior has more pros than cons
- Contemplation
  - Thinking about change, seeking information, evaluating pros and cons
- Preparation
  - Ready to change, may have started
- Action
  - Modifying the behavior, learning skills
- Maintenance
  - Sustaining change

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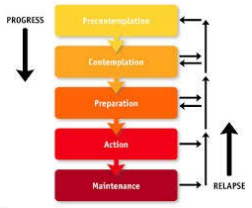
Stages of Change (www.addictioninfo.org)



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Models of Supervision

Models Grounded in Psychotherapy Theory	Developmental Models	Social Role Models
Psychodynamic	Integrated Development Model (IDM)	The Discrimination Model (Bernard)
Person-Centered	The Loganbill, Hardy, and Delworth Model	The Hawkins and Shohet Model
Cognitive Behavioral	The Ronnestad and Skovholt Model	The Holloway Systems Model
Constructivist		

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IDM Supervision

- Developmental Model of Supervision
- Supervisees: face developmental issues dealing with competence, identity, self awareness
- Supervisor: must identify supervisees current stage and apply corrective feedback and support
- Intervention: Differs depending on supervisees stage of development

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Discrimination Model of Supervision

- Focus
  - Intervention skills
  - Conceptualization skills
  - Personalization skills
- Supervisor Roles
  - Teacher
  - Counselor
  - Consultant

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Struggles with Change Process

- For supervisees
  - Frustration with clients who are struggling
  - Perceptions of resistance
  - Rushing clients/not meeting where they are
- For clients
  - Being "stuck"
  - Ambivalence/resistance
  - Not being met where they are
  - It's hard!

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Change Exercise

- Identify substance/activity to abstain from/change/modify
- Provide background/rationale and motivation
- Measurable and specific as well as impactful
- Specific plan to make change
- Identify obstacles

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Change Exercise

- Weekly change process – 6 weeks (you pick duration)
- Progress or lack of
- Defense mechanisms (denial, intellectualization, minimization, rationalization, etc.)
- Identify stage of change
- Impact on those around you
- Relapse?

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Personal/Trainee Application

- Conclusion of project:
  - What progress did you make or not make?
  - How do you explain your success or failure?
  - What could you have done to be more successful?
  - What did you learn from the experience?
  - What are your thoughts on change and making changes?
  - How do you feel towards others who are attempting to make changes in their lives?
  - How will you incorporate this into your work with clients?

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Implementation with Supervisees

- Supervisees may enter supervision at any stage of skill or professional development
- The change cycle is not always linear
- Weekly processing time
- Team building
- Use principles of MI in supervision: Express Empathy, Support Self-Efficacy, Roll With Resistance, & Develop Discrepancy
- Translate into work with clients

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Implications for Trainee/Supervisee Growth

- Empathy
- Acceptance
- Desensitized to work/challenge of making change
- Conceptualizing the change process in supervision as stages of change can promote creativity and prevent burnout
- Using MI strategies creates a supportive learning environment

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Attendee personal change plan

- Consider your own change topic
- Develop a personal action plan
- What are the anticipated barriers/struggles?

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References/Resources

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