

Counseling - 101 Training

This is the handout for an Introduction to counseling- a 6 hours training program.

Training plan

- Theory 3 hours
- Practice and Demonstration 3 hours.

Introduction

- Definition- an interpersonal process wherein one is helping the other to solve his/her problems
- May be directive or nondirective
- Will include
 - listening to the problems presented
 - empathizing with counselees feelings
 - asking questions
 - listening to answers
 - Interviewing
 - giving information
 - Sharing counselors experience and feelings
- Freud's model of psychotherapy is directive
- Carl Rogers's model on the other hand is non-directive; client centered counseling therapy.

Steps

A) Building Rapport with the client is the 1st step in counseling. It is possible though

1. Practicing Empathy- Steps for practicing empathy are

- a) Entering into the frame of reference of the client
- b) Communicating counselor's understanding to the client
- c) Understanding the feelings and reasons of the client for presenting with the problem.
- d) Entering into the map of the client.

2. Practice non judging

3. Mirroring To practice mirroring acquire

- a) Client like position
- b) Imitate breathing pattern of client
- c) Imitate eye movements of client
- d) Imitate language of the client. Visual /auditory / kinesthetic

4. Paraphrasing Whatever the client said must be said back and confirmation obtained from the client because words are not the experience; they only represent our experience.

Counseling Skills –

- Counselor and counselee needs some skills
- Skills practiced by the counselor elicit appropriate skills in the counselee.

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|-------------------|-------------|--------|-------------|
| a) When Counselor | Responds | Client | Explores |
| b) When Counselor | Personalize | Client | Understands |
| c) When Counselor | Initiates | Client | Acts |

Carkuff revised and organized Rogerian model & in this model the skills are

- | Counselor | Counselee |
|-------------------------|--------------------------|
| a) Attending skills | Involving skills |
| b) Responding Skills | Exploring skills |
| c) Personalizing skills | Understanding skills |
| d) Initiation skills | Acting differently skill |

Qualities of a Counselor appropriate for each of the above stages are

Ist stage - Genuineness: Respect : Empathy : Self disclosure-

IInd stage - Immediacy (awareness of client's problem here and now) : confrontation

IIIrd stage – Potency ie Ability to elicit trust in the client

IVth Stage – Self actualization

Each of the qualities in prior stages must continue into the next stage for effective functioning

Effective counseling - occurs when the counselor remains in **Uptime**.

Uptime is the time when energy flows out of the counselor.

Downtime- It is the time one focus on own self, own ability and inadequacy

Purpose of formal training in Counseling is

- 1) to develop the ability to do counseling in **Uptime**.
- 2) To be aware of one's own uptime and downtime.
- 3) to be able to enter into the client's model of the world, while still not agreeing with the content of the client's words.
 - 1) The given steps and skills practice help a counselor to do it
 - 2) Formal training is aimed for that.

Learning of these skills go through 4 Stages

- 1) Unconscious incompetence – The aspiring counselor is unaware of the skills.
- 2) Conscious incompetence - The aspiring counselor is aware of own deficiencies.
- 3) Conscious competence – The trainee counselor practices the skills consciously.
- 4) Unconscious competence. – The trained counselor develops a second nature of these skills.

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Six Stage TA application counseling by Sr. Annie Maria

1. **Establishing Rapport with the client** – general information like name and other details may be asked and towards the last part the client may be asked to state the problem.
2. **Paraphrasing the client's problem** – This will clear ambiguities due to words. The client must be convinced that the counselor has understood his problem as he sees it.
3. **Negotiating a contract with the client** – The client may be asked what change she wants from the present situation. It may be worded positively.
4. **Problem Identification** – is Client centered. Clients may or may not know TA. Therapist's knowledge of TA enables him/ her to fit any problem of clients into any one of the following slots namely- Ego state – Contamination -Transactions – Racket -Games – Discounts – Drivers –Script.
5. **Working through.-** Here the multiple dimensions of the problem may be brought out as placed in any of the slots of theory. Any of the techniques like *segregation of ego states* by a three-chair exercise, *decontamination* by giving permissions and *stroking* or *parent interview* or *group resource* in group therapy may be used. During this process new problems may be identified and thus deep-seated issues may be brought forth and awareness will be generated in the client.
Client and counselor may negotiate for continued work or therapy and recontract or refer accordingly as is recognised during the process.
6. **Conclusion** - Counselor being aware of the development of insights in counselee or at signs of difficulty in going further, the process may be concluded in a positive note with an action plan or restating the contract. Process may be continued in a follow up session or client may be referred.

Points to remember For Reflection and summarizing

- TA must be applied only in a contractual situation.
- Contracting is the core of the process.
- 'What do you want?' is a question useful in helping the counselor to negotiate a contract and helping counselee think of his/her needs.
- This question may be asked any time the counselor becomes aware that the process is losing direction.