Overview of Course

- Syllabus
- Schedule of Activities
- General Introduction
- Microcounseling / Microskills Approach
  - What is it?
  - Microskills Hierarchy
  - Attending Skills
  - Listening Skills (Active Listening)
  - Influencing Skills
  - Focus & Selective Attention
  - Confrontation
  - 5-Stage Interview Model

Introduction

Where Corey Stands

- He is strongly influenced by the existential approach and so believes:
  - Clients can exercise freedom to choose their future
  - The quality of the client/therapist relationship is KEY
- He likes to use a variety of techniques:
  - Role playing and various techniques from cognitive and behavioral therapy approaches

Where Corey Stands

- He believes:
  - "...counseling entails far more than becoming a skilled technician"
  - Who you are as a therapist, is critical
  - Students should experience being a "client" and feel anxiety over self disclosure, and learn to model courage and growth
  - It is not "sufficient to be merely a good person with good intentions"
- Also essential are a knowledge of counseling theory and techniques, theories of personality, and supervised experiences

Introduction

- Gerald Corey

Where Corey Stands

- He is strongly influenced by the existential approach and so believes:
  - No single model can explain all the facets of human experience
  - Eleven approaches to counseling and psychotherapy are discussed
- The Corey book assumes:
  - Students can begin to acquire a counseling style tailored to their own personality
  - The process will take years
  - Different theories are not “right” or “wrong”

Introduction

- Corey’s perspective:
  - No single model can explain all the facets of human experience
  - Eleven approaches to counseling and psychotherapy are discussed
- The Corey book assumes:
  - Students can begin to acquire a counseling style tailored to their own personality
  - The process will take years
  - Different theories are not “right” or “wrong”
Suggestions for Course & Using Book

• Relate readings to your own experiences
  – Reflect on your own needs, motivations, values, and life experiences
• Apply key concepts and techniques to your own personal growth
• Develop a personalized style of counseling that reflects your personality
• Early on, read chapter 16 and skim chapter 15

Overview of 11 Therapeutic Approaches

1. Psychoanalytic therapy
2. Adlerian therapy
3. Existential therapy
4. Person-centered therapy
5. Gestalt therapy
6. Behavior therapy
7. Cognitive behavior therapy
8. Reality therapy
9. Feminist therapy
10. Postmodern approaches
11. Family systems therapy

Overview of 11 Therapeutic Approaches

• Psychoanalytic therapy
  – Sigmund Freud
  – Theory of personality
  – Philosophy of human nature
  – Method of psychotherapy
  – Focuses on unconscious factors that motivate our behavior
  – Events of 1st 6 years crucial determinants of later development

Overview of 11 Therapeutic Approaches

Adlerian therapy
  – Alfred Adler
  – Followed by Rudolf Dreikers in U.S.
  – Growth Model
  – Stresses:
    – Taking Responsibility
    – Creating own destiny
    – Finding meaning & goals to give life direction
    – Key concepts used in most other current therapies

Overview of 11 Therapeutic Approaches

Existential therapy
  – Victor Frankl, Rollo May, Irvin Yalom
  – Stresses building therapy on basic conditions of human existence, such as
    - choice
    - the freedom & responsibility to shapes one’s life
    - self-determination
  – Focuses on quality of person-to-person therapeutic relationship

Overview of 11 Therapeutic Approaches

Person-centered therapy
  – Carl Rogers
  – Nondirective reaction to psychoanalysis
  – Subjective view of human experiencing
  – Places faith in & gives responsibility to client in dealing w/ problems
### Overview of 11 Therapeutic Approaches

#### Gestalt therapy
- Fritz & Laura Perls
- “Our dependency makes slaves out of us, especially if this dependency is a dependency of our self-esteem. If you need encouragement, praise, pats on the back from everybody, then you make everybody your judge.”

#### Behavior therapy
- Skinner, Lazarus, Bandura
- Applies principles of learning to resolution of specific behavioral disorders
- Results subject to continual experimentation
- Technique always in process of refinement

#### Cognitive behavior therapy
- Albert Ellis founded rational emotive behavior therapy
  - Highly didactic, cognitive, action-oriented model of therapy
  - Irrational beliefs
- Aaron Beck founded cognitive therapy
  - Automatic thoughts

#### Reality therapy
- Founder: William Glasser
  - Short-term approach focuses on the present & stresses a person’s strengths
  - Clients learn more realistic behavior & thus achieve success

#### Feminist therapy
- Approach grew out of efforts of many women
- Central concept = concern for psychological oppression of women
- Focuses on
  - Constraints imposed by sociopolitical status to which women relegated,
  - Approach explores women’s identity development, self-concept, goals & aspirations, & emotional well-being

#### Postmodern approaches
- Number of key figures associated w/ development of these various approaches to therapy
- Social constructionism, solution-focused brief therapy, & narrative therapy all assume that there is no single truth;
- Rather it is believed that reality is socially constructed through human interaction
- These approaches maintain that client is an expert in his or her own life
Overview of 11 Therapeutic Approaches

• **Family systems therapy**
  – Number of significant figures have been pioneers of family systems approach (e.g., Virginia Satir, Murray Bowen, Salvador Minuchin)
  – This systemic approach is based on the assumption that the key to changing the individual is understanding & working w/ the family

Corey’s View

• Practitioners need to pay attention to what their clients are *thinking, feeling, & doing*
• A complete therapy system must *address* all 3 facets
• If any of these dimensions are excluded, the therapy approach is incomplete

The Case of Stan (Chapter 16)

• As you read about Stan ask yourself:
  – What themes in Stan’s life merit special attention?
  – What techniques and methods would best meet these goals?
  – What characterizes the relationship between Stan and his therapist?
  – How might the therapist precede?

Microcounseling / Microskills Approach

• Microcounseling / Microskills Approach
  – What is it?
  – Microskills Hierarchy
  – Attending Skills
  – Listening Skills (Active Listening)
  – Influencing Skills
  – Focus & Selective Attention
  – Confrontation
  – 5-Stage Interview Model

Microcounseling / Microskills Approach

• Term microcounseling encompasses the microskills approach = practical approaches & techniques in counseling & interviewing (Ivey, et al., 1968)
• Developed pragmatically by focus on observable actions of counselors & therapists in the interview that appeared to be effect positive change in the session
• This focus on “what works” led to identification of the specific microskills
• Microcounseling represents both a technology for the interview & a social constructivist theory of what occurs between counselor & client

Microcounseling / Microskills Approach

• Microcounseling
  – Recognized as 1st skills-based system to take multicultural issues into account
  – Holds that ALL systems of counseling & therapy employ various patterns & skills
• Using microskills approach, we break down the complex interaction of counseling interview into manageable & learnable dimensions
Microcounseling / Microskills Approach

• Microskills approach makes it clear that sometimes any intervention can be inappropriate for particular clients or groups
• What works in one situation or with one client may not work with the next situation or client
• To be an effective counselor or therapist, you must observe what occurs in the interview and change your approach to meet the present situation

Microcounseling / Microskills Approach

• Nonverbal factors: what the helper brings to the interview
  – Through body language & facial expression, the counselor expresses an attitude toward the client
  – Look at following pictures of a counselor listening to a client in 2 different ways

Microcounseling / Microskills Approach

• What specific attitudes were expressed in the photos?
• Be precise as possible in identifying observable aspects of nonverbal behavior
• What do you see in photo on left?
• In photo on right?
• Different Cultures respond differently
• North American vs Navajo
  – A Navajo reported photo on right was much more inviting & appropriate, although other Navajos might not agree

Microcounseling / Microskills Approach

• Attending Skills
  – Attending Behavior (1st rung of Microskills Hierarchy)
  – Definition:
    • Culturally & individually appropriate
    • Dimensions of Nonverbal Communication:
      – EYE CONTACT (North American Pattern: when listening to person, direct eye contact is appropriate; when talking, eye contact often less frequent)
      – BODY LANGUAGE (North American Pattern: Slight forward trunk lean facing the person; handshake a general sign of welcome)
Microcounseling / Microskills Approach

- **Attending Skills**
  - **Attending Behavior** (1st rung of Microskills Hierarchy)
  - **Definition:**
    - Culturally & individually appropriate
    - **Dimensions of Nonverbal Communication:**
      - **VOCAL QUALITIES** (Does your voice communicate warmth & interest OR boredom & lack of caring?)
      - SILENCE:
        - Can be powerful way of supporting your client
        - As you become more interested you may be tempted to over-involve yourself and intervene too much
        - Most important gift you can give a client is attending

- **Listening Skills** (Active Listening)
  - We will learn more in Group Task #3

- **Basic Listening Sequence**
  - Open & Closed Questions
    - **Open:** What (facts), How (process or feeling), Why (reasons), Could (general picture)
    - **Closed:** Usually begin with “do” “is” “are” & can be answered in a few words
  - Client Observation Skills:
    - **Encouraging** (Repeat back to client a few of client’s main words…encourages detailed elaboration of the specific words & their meaning),
    - **Paraphrasing** (Group Task # 5),
    - **Reflection of Feeling** (Group Task #6) and
    - **Summarization** (Group Task #6)

- **Confrontation:**
  - Often think of confrontation as a hostile & aggressive act
  - Usually a far more gentle process in counseling/therapy in which we point out to client discrepancies between or among attitudes, thoughts, or behaviors
  - In confrontation, clients are faced directly with the fact that they may be saying other that what they mean, or doing other than what they say
  - One of main tasks of counseling is to assist clients to work through, resolve, or learn to live with incongruities

- **5-Stage Interview Structure**
  - 1. Rapport/Structuring (establishing rapport & structure…may take longer to develop rapport with some cultural groups)
  - 2. Defining the Problem (Gathering data & identifying assets…not all client appreciate the careful delineation of issues)
  - 3. Defining a Goal (Determining outcomes/goal setting…to find out the ideal world of client)
  - 4. Exploration of Alternatives & Confronting Incongruity (to work toward resolution of the client’s issue)
  - 5. Generalization to Daily Life (generalizes & transferring learning…to enable changes in thoughts, feelings, behaviors in daily life)
Microcounseling / Microskills Approach

• **Confrontation:**
  – An overly confronting, charismatic therapist can retard client growth, as can an overly cautious therapist
  – Counseling/therapy requires a careful balance of confrontation with supporting qualities of warmth, positive regard, and respect
  – The empathic therapist is one who can maintain a balance. A “push-pull,” of confrontation and support by utilizing a wide variety of counseling skills & theories

Microcounseling / Microskills Approach

• **Focus & Selective Attention**
  – Beginning counselors/therapists often focus on problems instead of the people in front of them
  – It’s generally (but not always) wiser to first focus on the client & later on the problem
  – Temptation is to focus on the problem & solve it, perhaps even disregarding the thoughts & feelings of the client in the process
  – Although focus should usually be on the client, it can be invaluable to broaden the focus in a balanced fashion to include several additional dimensions

Microcounseling / Microskills Approach

• **Focus Analysis**
  – 7 dimensions of microskill focus below are vital for understanding what is happening in any therapy session
  – It is possible to respond to the client’s statement in any of several ways:
    1. Client focus
    2. Other focus
    3. Family focus
    4. Problem/main theme focus
    5. Interviewer focus
    6. “We focus
    7. Cultural/environmental/contextual focus
  – The microskill of focusing can be beneficial in helping clients view multiple perspectives on their issues

Microcounseling / Microskills Approach

• **Reflection of Meaning**
  – Selective attention to emotional content of interview
  – Function in interview:
    • Results in clarification of emotion underlying key facts;
    • Promotes discussion of feelings

Microcounseling / Microskills Approach

• **Influencing Skills**
  – Interpretation/reframing
  – Directive
  – Advice/information
  – Self-disclosure
  – Feedback
  – Logical consequences
  – Influencing summary

Microcounseling / Microskills Approach

• **Influencing Skills**
  – Interpretation/reframing
    • Provides an alternative frame of reference from which the client may view a situation
    • May be drawn from a theory or from one’s own personal observation’s
    • Interpretation may be viewed as the core influencing skill
  – Function:
    – The interpretation provides the client with a clear-cut alternative perception of “reality”
**Microcounseling / Microskills Approach**

- **Influencing Skills**
  - **Directive**
  - Tells the client what action to take
  - May be simple suggestions started in command form or may be a sophisticated technique from a specific theory

- **Influencing Skills**
  - **Advice/information**
  - Provides suggestions, instructional ideas, homework, advice on how to act, think, and behave
  - Function:
    - Used sparingly, may provide client with new & useful information
    - Specific vocational information is an example of necessary use of this skill

- **Influencing Skills**
  - **Self-disclosure**
  - The interviewer shares personal experience from the past or may share present reactions to the client
  - Function:
    - Emphasizes counselor "I" statements
    - This skill is closely allied to feedback and may build trust & openness, leading to more mutual relationship with client

- **Influencing Skills**
  - **Feedback**
  - Provides clients with specific data on how they are seen by the counselor or by others
  - Function:
    - Provides concrete data that may help clients realize how others perceive behavior & thinking patterns, thus enabling an alternative self-perception

- **Influencing Skills**
  - **Logical consequences**
  - Interviewer explains to the client the logical outcome of thinking & behavior---if / then
  - Function:
    - Provides an alternative frame of reference for the client
    - Skill helps clients anticipate the consequences of their actions

- **Influencing Skills**
  - **Influencing summary**
  - Often used at or near the end of a session to summarize counselor comments
  - Most often used in combination with the attending summarization
  - Function:
    - Clarifies what has happened in the interview & summarizes what the therapist has said
    - Skill is designed to help generalization from the interview to daily life
Microcounseling / Microskills Approach

• Focus & Selective Attention
  – Beginning counselors & therapists often focus on problems instead of the people in front of them
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Microcounseling / Microskills Approach

• Microskills of attending & listening “work” & are clear & teachable
• They should, however, be used in a culturally & individually appropriate fashion
• Many learn microskills very well but continue to apply them only in the European American style, which is often a culturally insensitive manner, and thereby unethical