Clinical Supervision: The Development and Application of a Supervisee’s Theoretical Foundation

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CPCS Summit
Middle Georgia State University
Macon, GA
December 7, 2018

“Every human being strives for significance, but people always make mistakes if they do not see that their whole significance must consist in their contribution to others.”
Alfred Adler

“It can always be different.”
Alfred Adler

Ethical Considerations for Establishing a Theoretical Orientation

The primary responsibility of counselors is to respect the dignity and promote the welfare of clients.


Ethical Considerations

- ACA (2014): Section C Introduction: Counselors have a responsibility to the public to engage in counseling practices that are based on rigorous research methodologies.
- ACA (2014): Section F Introduction: Counselor supervisors, trainers, and educators … They have theoretical and pedagogical foundations for their work; have knowledge of supervision models; and aim to be fair, accurate, and honest in their assessments of counselors, students, and supervisees.

Ethical Considerations

- ACES (2011) Standard 11.a.1: ; The supervisor is a competent and experienced practitioner who has knowledge of a range of theoretical orientations and techniques and experience with diverse client populations, as relevant to their counseling setting.
- ACES (2011) Standard 12.d: The supervisor’s training emphasizes theoretical and conceptual knowledge, skills and techniques, and self-awareness

Ethical Considerations

- ACES (2011) Standard 12.k: The supervisor’s training includes recognition of the need for different approaches, formats, structures, and types of supervision for different supervision settings (e.g., universities, agencies, schools, privately contracted
So... ethical codes in counseling and supervision both mandate a knowledge of different personality and counseling theories and their application to clients.

But......

Do we really need to have one theory or way of doing therapy that we use exclusively for all of our clients?

Gerald Corey (2015) Writes:
“The human qualities of a therapist are of primary importance, but it is not sufficient to be merely a good person with good intentions. To be effective, a therapist also must have supervised experiences in counseling and a sound knowledge of counseling theory and techniques.”


Gerald Corey (2015) writes:
• “It is essential to be well-grounded in the various theories of personality and to learn how they are related to theories of counseling. Your conceptualization of the person affects the interventions you make.”
• “In reality, some clients will respond better to one type of intervention than another.”


Developing a Theoretical Orientation??
• No single model of human behavior is comprehensive enough to explain all facets of human experience.
• Beginning students can begin to familiarize themselves with various approaches in counseling. This is only a beginning.
• This process should be on-going for many years of studying, training, and counseling experience.


Benefits/Challenges of One Specific Orientation
• Benefits of Encouraging One Specific Model of Counseling
• Dangers of Encouraging One Specific Model of Counseling
• Challenges in an Eclectic Approach in Counseling.

3 Tiers of Theory Application
Comprehensive Theories of Personality and Counseling

Ways of Doing Therapy

Interventions/Techniques

Demonstration Using Adlerian Theory

- Alfred Adler was the founder of individual psychology, which is a goal oriented, cognitive social psychology interested in individual people's belief systems and perceptions.
- This approach also analyzes the effects that people's behaviors have on others. This psychological approach targets the movement that a person has in the school, home, relationships, and the work place.
- Individual psychology is a promoter of social equality which enables individuals to grant each other mutual respect along with dignity regardless of inherent differences. This is not simply a set of techniques; rather it is a complete and comprehensive philosophy of living.

Core Principles of Adlerian Theory

- Teleological – Behavior is purposeful
- Phenomenological – Lifestyle is subjective to the perception of the individual
- Holistic – the unity of the personality
- Human creativity – we are creative beings
- Social Embeddedness – Perceptions are based on social/cultural context; humanistic perspective
- Gemeinschaftsfühl – Community feeling

Basic Human Drives

- To belong
- To have value/feel significant
- Gemeinschaftsfühl
  - Identification with a group
  - Belonging in a way that benefits others
  - The more one feels an important part of a group, the more one realizes the value of his/her contributions to the group

Lifestyle

- Lifestyle – Ingrained beliefs that are developed early in life and that individuals maintain are consistent with early memories
- Striving for Superiority – Seeking to actualize potentials serves as a master motivator
- Purpose of Behavior – Goal striving nature of individuals that provides an organizing and controlling function to all behaviors; People are self-determining and striving towards goals that provide a motivational direction to a pattern of behavior.
- Movement: Felt Minus to a Felt Plus – Decreasing negative (minus) feelings to increase positive (plus) feelings

Lifestyle

Personality traits(attributes, one's basic orientation towards life (Dinkmeyer, Dinkmeyer, & Sperry, 1987); Direction of movement in life.

- Individual interpretations from childhood experiences
- Child begins to adapt perceptions to outside world away from family
- Development of private logic
- Development of fictional finalisms
- Use of safeguarding mechanisms
Why Strength-Based Counseling?


Hays (2010) concluded that 30% of the outcomes was related to the therapeutic relationship.


Strength-Based Therapy

• Help-giving is effective if it strengthens a person’s ability to cope with new stressors; that is, it makes a person more resilient (Singer & Powers, 1993).
• The strengths model is concerned with helping people clarify their dreams, defines their goals, and works toward an achievement agenda (Rapp, 1998).
• Focus is on things going well rather than things going wrong (deShaver & Miller, 1998).
• Identifying strengths often identifies challenges as well.
Key Principles of Strength-Based Work

- Focus on strengths rather than mental health
- Cooperation is fostered by a consistent emphasis on strengths
- Motivation is fostered by involving the client and family in treatment plans.
- Courage to make change comes from encouragement in the counseling process
- The future is more important than the past.
- Responsibility is increased by a recognition of success and an expectation of change.

ER's Adlerian Theory

- Early memories are metaphors for events in the present.
- Emotions and purpose of emotions are crucial to uncovering fictional goals

Demonstration: Use of Early Recollections in Counseling and Clinical Supervision:

- Theoretical Considerations:
  - Strengths
  - Over-use of strengths: If you want to find the problems, look to the over-use or inappropriate use of strengths – Personal communications, Dr. Rachel Shifron, PhD, 2011.
  - Felt Minus
  - Safeguarding Tendencies
  - Direction of Movement
  - Private Logic

Administration of ERs

- Using early recollections to establish a non-judgmental and supportive supervision climate.
- Directions to client/supervisee must be specific and consistent.
- “Think back to a long time ago when you were a small child and try to recall one of your earliest memories – one of the first things you can remember”
- Ask client/supervisee his/her approximate age at the time of the memory
- Supervisor should write down verbatim what client/supervisee states in recanting the memory as well as any afterthoughts the client may express

ERs: Adlerian Theory

- "Early recollections have special significance. To begin with, they show the style of life in its origins and in its simplest expressions." (Adler, 1931/1958, p. 74)

Counseling Skills Modeled

**Breakout:** Get in groups of three or four participants and identify counseling skills and theoretical concepts used in the processing of the early recollection.

Examples of Use in Supervision

- Ethical problems
- Personal Values
- Confusing reactions to clients
- Understanding of clinician’s private logic
- Resistance of clinician with client
- Unexplained emotions of clinician
- Others?

Clinical Supervision Applications of Different Theoretical Orientations

**Breakout:** Get in groups of four or five who work from the same theoretical orientation (if possible) and discuss how you could work with your supervisees from your/their theoretical orientation to model counseling skills while helping your supervisees to understand more about themselves in the therapeutic process. i.e., application of theoretical concepts, development of goals, use of techniques and interventions specific to this orientation, etc..

The End

- Questions
- Comments
- The End
- Please fill out the evaluation. Please let me know how I could make this presentation better?
- I am happy to speak with any of you during the rest of this summit.

Adlerian Resources

- Journal of Individual Psychology (UT Press)
- International Association of Individual Psychology (IAIP) Paris July 09-12/2014
- International Committee for Adlerian Summer Schools Institute (ICASSI) July 20-Aug/2014 www.icassi.org
- North American Society of Adlerian Psychology (NASAP) www.alfredadler.org
- Georgia Society of Adlerian Psychology (GSAP)
- Florida Adlerian Society (FAS) www.fas.org
- South Carolina Adlerian Society (SCAAP)