



Counseling

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Personal Characteristics of Effective Counselor

Studying `Counseling` is not only about theoretical knowledge...

Research show that ***therapy relationship***, which is about *personal and interpersonal components* are essential to effective psychotherapy (Wampold, 2001)

Personal Characteristics of Effective Counselor

Is personality related with one's performance as a counselor?

A counselor's personality is crucial in counseling. According the existing literature, the followings are indicated as important characteristics:

- Maturity
- Empathy
- Warmth

Can you think of more?

Personal Characteristics of Effective Counselor

- Having an identity
- Respecting and appreciating yourself
- Life oriented changes*
 - Being open to change
- Being authentic, sincere and honest
- Sense of humor
- Willing to admit mistakes
- Appreciate influence of culture
- Interest in the welfare of others
- Effective interpersonal skills
- Being passionate
- Maintaining healthy boundaries

Personal Characteristics of Effective Counselor

- These characteristics should be considered on a continuum
- In summary, **willingness to struggle to become a more therapeutic person.**
- “The **personality of a counselor** is important in bringing about **client change**”
 - So they can use their **personality as an instrument** for change about the client

Factors that appear to be related with later career choice as therapist...

(Burton, 1970; Henry 1966; Spurling and Dryden, 1989)

- Come from minority groups
 - Exposed to more than one set of cultural influences → Cultural sensitivity
 - Have experienced illness, loneliness... → Exploration of inner life
 - Conflict in family life
 - Taking the role of mediator or substitute parent
 - Dominant sibling in the family
- Motivation/interest to learn and understand interactions

Personal Characteristics of Effective Counselor

- **Rullo May**

- Counselors as a “**wounded healer**”

- ✓ «Search for wholeness and integration»
- ✓ Ability to transform the pain of negative experiences into a resource for helping others

“Individuals who have been hurt and have been able to transcend their pain and gain insight into themselves & the world can be helpful to others”

- It might be helpful if a counselor’s life has been affected by different experiences, problems

- **According to Guy (1987)**, candidates of counseling should explore their *reasons for being a counselor*.
 - Guy mentions about some **Dysfunctional Motivators** for becoming a counselor

➤ ***Dysfunctional Motivators for Becoming a Counselor (Guy, 1987):***

- **A desire for Power:** people seek to control others
- **A need for love/admiration:** narcissistic and grandiose people
- **Emotional Distress:** unresolved personal traumas
- **Vicarious Coping:** People who does not have a meaningful lives of their own
- **Isolation and Loneliness:** Individuals who seek friendship through counseling

The stereotype of «*all-knowing*», «*all-loving therapist*»

Expectations of competence **VS.** Inner fears of inadequacy:

- «*God complex*» (Ernest Jones, 1951): Aloof, mysterious, all-knowing, never admit mistakes
 - Also known as:
 - «*Feeling of superiority*» (Marmor, 1953)
 - Reinforced by patients who idealize their therapists
 - «*Grandiose professional self*» (Brighthman, 1984)

The Counselor's Values

- Our role is not to impose our values on our clients
- Instead, we should provide a safe environment in which clients experience a congruence between their values and behaviors.
 - Decisions consistent with their world view
 - For this, you need to be aware of your clients' world view

The Counselor's Values

- *Advice giving in Counseling?*

Multicultural Counselling

- ***Cultural sensitivity is an ethical obligation for counselors***
 - ***Multicultural Approach:*** Membership of a culture is one of the main influences on personal identity development, emotional and behavioral problems.
- ?? Culture, counselling & psychopathology

Counseling in a Multicultural Society

- *Differences can be a result of*
 - Socialization in a unique cultural way
 - Being homosexual, from different religion or a part of a minority group
 - Non-verbal beh.
 - Use of language
 - Gender relationships
 - Expression of emotion
 - Developmental or traumatic life events
 - Ethnic environment

- **Dominance of theories based on European\North American cultural values**
 - An ***action oriented approach to problem solving***
 - Emphasis on rigid ***time schedules***
 - The constant ***questioning*** pattern of many Western counseling approaches may be considered ***rude and intrusive by other cultures.***
 - Cultures vary extensively in their ***degree of self-disclosure.***
 - Concept of focus. Counselors may ***focus*** their leads on the ***client, other people, focus on the problem, or focus on the cultural-environmental context.*** Different cultures seem to vary markedly on this dimension.

What is important for clients from more collectivist societies in terms of counseling?

- ***Religious and collective values***
- The counselor is expected to be ***advisory***
- Expect counselor to express his\her own emotions
Emphasize interdependence
- Emphasize the unity of society
- Solutions to strengthen ***interdependence with family members*** rather than ***promoting independence and self-actualization***
- Focuses on the conflicts individuals experiencing within the society