Law and Ethics

A-2

Dr. John Norcross
"Belief in what we are doing is primary element of successful treatment"

CE – refresher of what you already know

- *Confidence builds competence and vice versa*

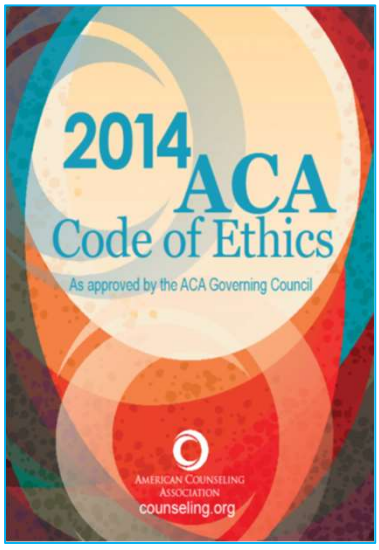
Competence – Learning new skills and updates

- *Hopefully this workshop has both*
- *My perspective…*
- *The "law of no surprises"*
- *Bibliography at end of each section*
- *Slide numbers won't match yours*
- *You have some slides I MAY not be discussing due to time constraints but I wanted you to have the information*
- *Questions will be collected at the end of each section*
- *Relax and plug into our professionalism*

Dalai Lama: "When in doubt, be kind"

1

Mechanism #2 ~ Ethics Codes ~ LPCCs
ACA.ORG



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Mechanism #2 ~ AAMFT of Ethics, 2015

Board Approved Revised Code of Ethics
Effective January 1, 2015

AAMFT

American Association of Marriage and Family Therapists

AAMFT Ethics Committee.

Commitment to Service, Advocacy and Public Participation
Marriage and family therapists are defined by an enduring dedication to professional and ethical excellence, as well as the commitment to service, advocacy, and public participation. The areas of service, advocacy, and public participation are recognized as responsibilities to the profession equal in importance to all other aspects. Marriage and family therapists embody these aspirations by participating in activities that contribute to a better community and society, including devoting a portion of their professional activity to services for which there is little or no financial return. Additionally, marriage and family therapists are concerned with developing laws and regulations pertaining to marriage and family therapy that serve the public interest, and with altering such laws and regulations that are not in the public interest. Marriage and family therapists also encourage public participation in the design and delivery of professional services and in the regulation of practitioners. Professional competence in these areas is essential to the

Ethical Decision-Making
Both law and ethics govern the practice of marriage and family therapy. When making decisions regarding professional behavior, marriage and family therapists must consider the AAMFT Code of Ethics and applicable laws and regulations. If the AAMFT Code of Ethics prescribes a standard higher than that required by law, marriage and family therapists must meet the higher standard of the AAMFT Code of Ethics. Marriage and family therapists comply with the mandates of law, but make known their commitment to the AAMFT Code of Ethics and take steps to resolve the conflict in a responsible manner. The AAMFT supports legal mandates for reporting of alleged unethical conduct.

Marriage and family therapists remain accountable to the AAMFT Code of Ethics when acting as members or employees of organizations. If the mandates of an organization with which a marriage and family therapist is affiliated, through employment, contract or otherwise, conflict with the AAMFT Code of Ethics, marriage and family therapists make known to the organization their commitment to the

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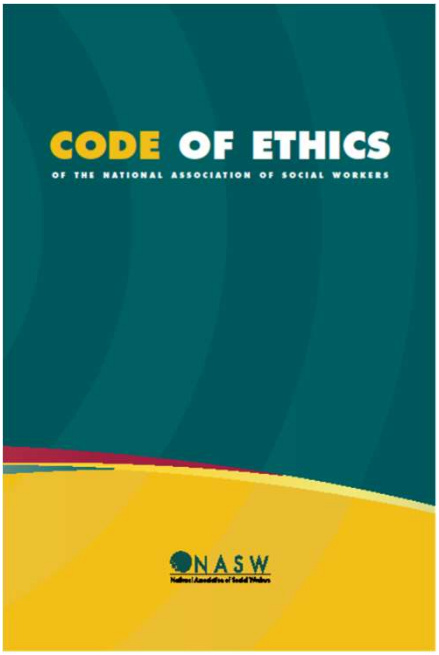
Mechanism #2 ~ NASW
www.socialworkers.org
2018



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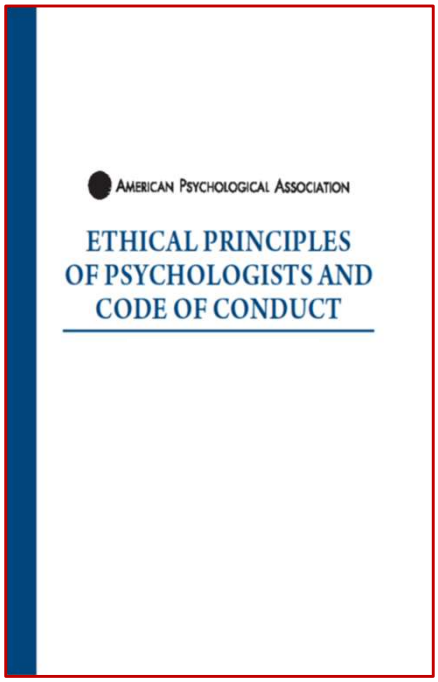
Mechanism #2 ~ APA
www.apa.org
2017



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Update to APA Code of Ethics

The APA Ethics Code Task Force (ECTF) is engaged in the process of drafting a transformational new Ethics Code. That Code will retain those aspects of our Ethical Principles of Psychologists and Code of Conduct that serve the public and our discipline and profession well.

The goal is an Ethics Code that remains a leading practical resource regarding ethics for psychological science, education, and practice.

SEE https://www.apa.org/ethics/task-force

6

7

Status of New APA Ethics Code

https://www.apa.org/ethics/task-force/updates-ethics-code-revisions.pdf

7

8

Ethical Guidelines
National Latina/o (AKA Latinx) Psychological Association
January 1 2018

Ethical Guidelines NLPA_Adopted Jan 1st.pdf

8

9

Ethical Standards of Association of Black Psychologists
https://www.abpsi.org/LCPP.html

PREAMBLE

*We hold to be true that persons certified in **African Centered/Black Psychology** are completely committed to no less than the absolute liberation of the Black mind shall be recognized as proficient or competent in African Centered/Black Psychology. We also hold to be true that the commitment process simultaneously recognizes:*

I. Responsibility
II. Restraint
III. Respect
IV. Reciprocity
V. Commitment
VI. Cooperativeness
VII. Courage
VIII. Accountability

9

10

https://gaylesta.org/code-of-ethics

GAYLESTA

GAYLESTA, The Psychotherapist Association for Gender and Sexual Diversity, is an organization of mental health professionals who come from a variety of professional backgrounds and with a wide range of clinical specializations.

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Ethics Codes that Apply

AAMFT 3.3 Seek Assistance

ACA A.1 Client Welfare

NASW 4.05 Impairment

APA 2.06 Personal Problems and Conflicts

11

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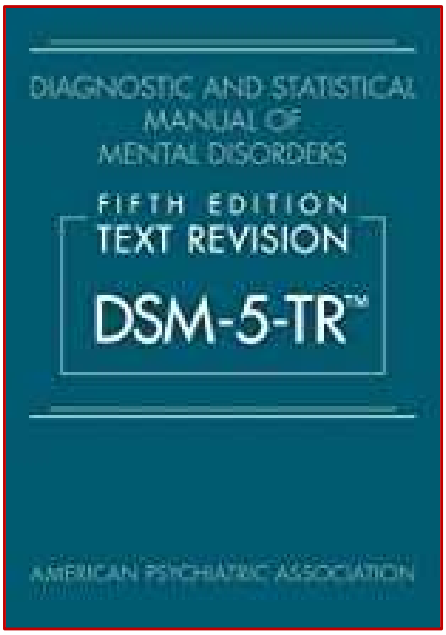
DSM-5-TR

https://dsm-psychiatryonline-org.lib.pepperdine.edu/doi/full/10.1176/appi.books.9780890425787.x00a_preface_to_TR



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Counter transference

In a systematic review of 25 counter-transference studies, researchers found an association with positive counter-transference, such as feeling close to the client, and positive outcomes, including improvement of symptoms and a good therapeutic relationship.

RESOURCE:
de Bitencourt Machado D, da Cunha Coelho FM, Giacomelli AD, et al. Systematic review of studies about countertransference in adult psychotherapy. Trends Psychiatry Psychother. 2014;36(4):173-185. doi:10.1590/2237-6089-2014-1004

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Counter transference As A Jointly Created Phenomenon
Gabbard, 2017

A Jointly Created Phenomenon

- *Clinicians accept countertransference can be a useful source of information about the patient*
  - *Therapist feels a certain way in the session*
  - *This may be how others feel when they are with the patient*
- *At the same time, the therapist's own subjectivity is involved in the way the patient's behavior is experienced by the therapist*

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Counter transference As A Jointly Created Phenomenon
Gabbard, 2017

Therapist responds in a way that reflects influence by patient's projection into the therapist

↓

Therapist is enacting something that originated in the internal world of the patient

↓

Known as the "Counter transference Enactment"

↓

Has valuable aspects that can be discussed between patient and therapist

15

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Projective Identification (PI)
Klein, 1949; Gabbard, 2017

A Mode Of Projection

- *PI is a defense mechanism in which the individual projects qualities that are unacceptable to the self onto another individual*
- *That person (in our case the therapist) internalizes the projected qualities and believes himself or herself to be characterized by them (to split off the bad aspects)*
- ***Projective identification and countertransference reflect the patient's attempt to evoke feelings in the therapist that the patient cannot tolerate***
- *Melanie Klein: a defense mechanism in which a person fantasizes that part of his or her ego is split off and projected into the object*
- *The patient may project some aspects of their internal world into the therapist*
- *Therapist may react as though they have been "taken over" by the patient.*

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Projective Identification (PI)
Klein, 1949; LaPlanche and Pontalis, 1973

A Mode Of Projection

- *Projective Identification can be understood in three steps:*
  - *a) an aspect of the patient's self (or an internal representation of others) is projectively disavowed (split off) by the patient and unconsciously placed in the therapist;*
  - *b) the patient exerts interpersonal pressure that coerces the therapist to experience or unconsciously identify with what has been projected; and*
  - *c) the recipient of the projection processes and contains the projected contents and helps the patient take back, in modified form, what has been projected*

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Managing Counter transference
Allen, 2020

Traditional self-care activities, which are usually focused on relaxing, reducing stress, and increasing our joy, may be inadequate in and of themselves for managing countertransference and projective identification reactions

- *More in self care discussion later*

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Managing Counter transference
Hayes et al, 2018

Results of Research on Counter transference

- *Meta-analytic evidence:*
- *Acting out of CT is typically harmful, though not necessarily irreparable*
- *CT management typically proves helpful to patient outcomes*
- *Developing CT awareness:*

1. *Professional consultation*
2. *Return to therapy*
3. *Peer consultation*
4. *Self care*
5. *Reflection*
6. *Literature review*

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Counter-transference Definitions
Westerling et al, 2019

Counter-transference

General: *The therapists' feelings and reactions to their patients*

Historically: *Seen as a hindrance and obstacle*

Currently: *Seen as an integral and useful element of psychotherapy*

Research: *Countertransference is a robust construct in predicting therapy outcomes*

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Counter-transference Definitions
Allen, 2020; Westerling et al, 2019

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CT is an inevitable aspect of psychotherapy

Positive and negative effects

- *Depending on how the therapist deals with it*
- *Generally comes on gradually*
- *Thus it is harder to acknowledge*

Therapist self-insight: *The extent to which the therapist is aware of their own feelings*

Therapist self-integration: *Therapist's possession of an intact, basically healthy character structure*

Anxiety management *refers to therapist's ability to experience and handle anxiety*

The internal skill to control and understand anxiety

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Counter-transference Considerations
Hayes et al, 2018

Empathy:

- *Permits the therapist to focus on the patient's needs despite difficulties he or she may be experiencing*
- *Empathy is part of a larger sensitivity to feelings*
- *Awareness prevents acting out of CT*

Conceptualizing Ability:

- *Therapist's ability to draw on theory and personal awareness in the work*

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Unrecognized Counter-transference

Making the Unconscious Conscious

- *Unrecognized CT can interfere with successful treatment*
- *It can be a tool and a hindrance*
- *A sensitive interpersonal barometer*

Countertransference is, in fact, "a most powerful force, and if it remains an unrecognized element, it can be also be very dangerous" (Kraemer, 1958, p.30).

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24

Unrecognized Counter-transference
Reidbord, 2010

Mental Check List

- *Is this feeling characteristic of how I feel in a session*
  - *How often do I have this feeling*
- *Why do I have this feeling with this particular patient*
- *Is the feeling triggered by something unrelated to the patient*
  - *Feelings caused by hunger, one's personal life, bureaucracy in the agency and profession*
- *Is the feeling related to the patient in an obvious way*
  - *Is the patient "acting out" or saying negative things about me or the treatment*

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Transference
LaPlanche & Pontalis, 1973; Greenson, 1967

Transference

A pattern of expectations the patient brings into the therapy relationship based upon relationships with significant others

- *Repetition of past conflicts*
  - *Positive and negative*
- *Events rooted in childhood experience*
  - *Directed toward therapist*

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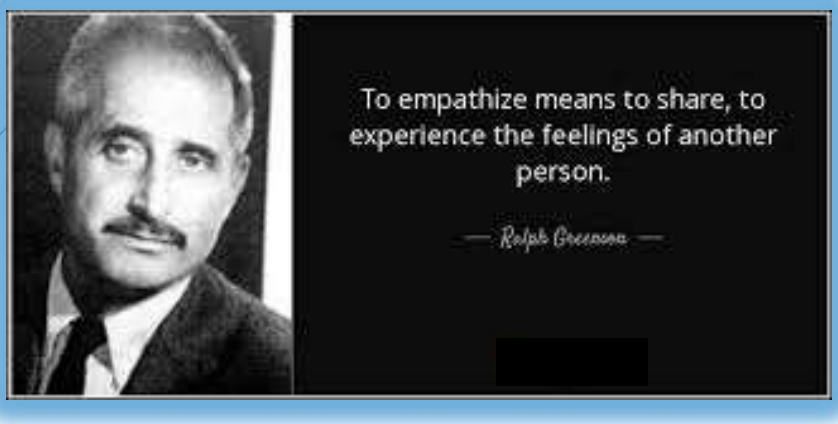
Ralph Greenson, 1967



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Transference
Laplanche & Pontalis, 1973

POSITIVE TRANSFERENCE

Therapist seen as:

- *Ideal*
- *Can do no wrong*
- *Nurturer and savior*
- *Wise and all-knowing*
- *May lead to "good patient" syndrome*

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Transference
Laplanche & Pontalis, 1973

NEGATIVE TRANSFERENCE

Relationship with therapist based upon:

- *Hostility and frustration*
- *Anger and rage at therapist*
- *Overt or covert fury*
- *Therapist can do no right*
- *Therapist seen as withholding and cold*

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Transference

NEGATIVE TRANSFERENCE

Examples

- *"Its cold in here"*
- *"Have you gained weight?"*
- *Constantly rejecting interpretations*
- *Insults*
  - *Colleague with scalp infection*

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Counter-transference

Much Debate About Definition

Primarily theoretical literature

Few empirical studies

Therapists rather speak about patients than themselves

- Difficulty admitting own feelings

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Counter-transference
Laplanche & Pontalis, 1973

Classical Definition

The whole of the analyst's (therapist's) unconscious reactions to the individual analysand (patient) – especially to the analysand's own transference.

- *Why analyst requires own analysis*
- *Prior to the "relationship or collaboration" belief system*
  - *LePlanche & Pontalis, 1973, p. 64*

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Counter-transference

Totalistic Definition

The analyst's conscious and unconscious reactions to the patient in the treatment situation which are reactions to the patient's reality as well as to his transference; and also to the analyst's own reality needs as well as to his neurotic needs

- *Kernberg, 1965, p. 38*

All feelings and attitudes of the therapist toward the patient

- *Epstein and Finer, 1965*

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Counter-transference

Unconscious CT

- *Neurotic reactions*
- *A hindrance*

Conscious CT

- *Awareness of patient's experience*
- *A tool*

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Counter-transference
Schoeberl, 2014

1. CT to Patient's Transference

- *AKA "Objective" CT*
- *Direct reaction to patient's transference*
- *Taking on characteristics of patient's significant other*
  - *Deeper understanding of patient's experience*
  - *Tells you how patient felt as child*
  - *Gives information about parental relationship*

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Counter-transference
Schoeberl, 2014

2. CT Based upon Activation of Therapist's Archaic Conflicts

- *AKA "Subjective" CT*
- *Activation of unresolved issues*
- *Re-stimulation of issues with significant others*
- *Used as a tool for self-understanding*
- *Examine why specific patient elicits reaction*
- *Example*
  - *Patient's perfume*

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Counter-transference
Schoeberl, 2014

3. CT Based Upon Reality

- *AKA "Objective" CT*
- *Actual patient behaviors, attitudes naturally elicit normal reactions from therapist*
- *Therapist NORMAL, NATURAL reactions*
- *Examples*
  - *Swastica*
  - *Forgetting checkbook*
  - *Kleenex guy…*

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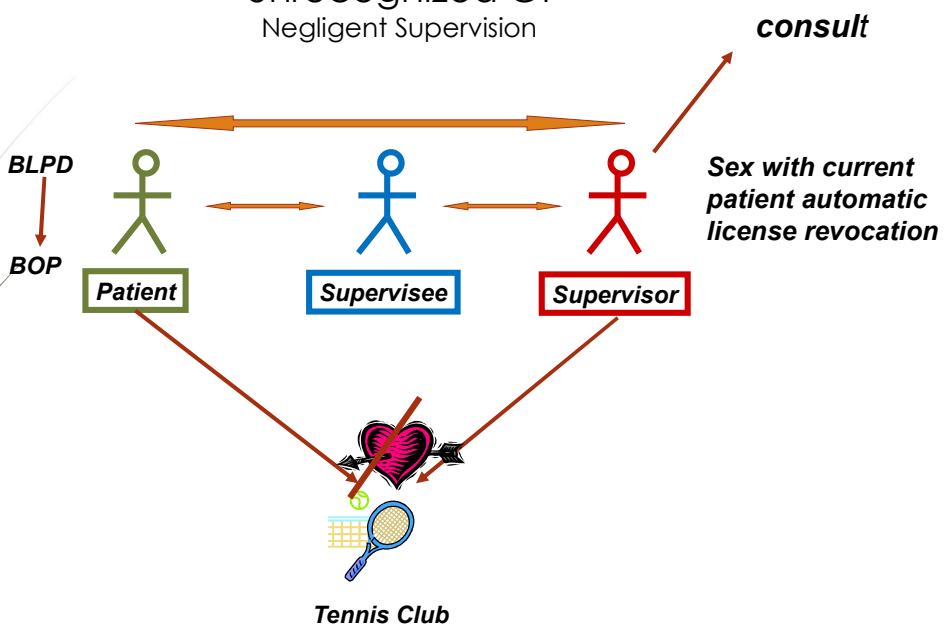
Unrecognized CT
Negligent Supervision



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Counter-transference
Schoeberl, 2014

Recognizing your own CT reactions

GOAL: to make CT conscious

- *Takes vigilance*
- *Introspection*
- *Continuing education*
- *Own psychotherapy*
- *Awareness of visceral responses*
- *Handling your CT: SELF CARE*
  - *Hobbies, time off, lit review, consult, possibly refer client*
  - *Personal therapy, workshops, continuing education*

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Counter-transference
Schoeberl, 2014

AS AN INVALUABLE TOOL

- *Major source of data for understanding*
- *Pay attention to non-verbal communication*
- *Visceral responses – clue to inner dynamics*
- *How others feel about patient*

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Counter-transference

RESULTING PROBLEMS -HINDRANCE

- *Over-solicitousness*
- *"Withholding" or avoiding patient*
- *Need for patient's approval*
- *Identifying with patient*
- *Compulsive advice giving*

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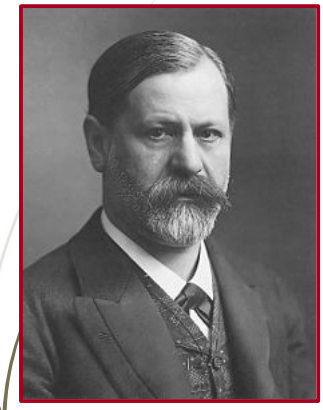
BURNOUT: Abandonment of Seduction Theory



Freud initially thought that his patients were relating more or less factual stories of sexual mistreatment, and that the sexual abuse was responsible for many of his patients' neuroses and other mental health problems. Within a few years Freud abandoned his theory, concluding that the memories of sexual abuse were in fact ***imaginary fantasies.***

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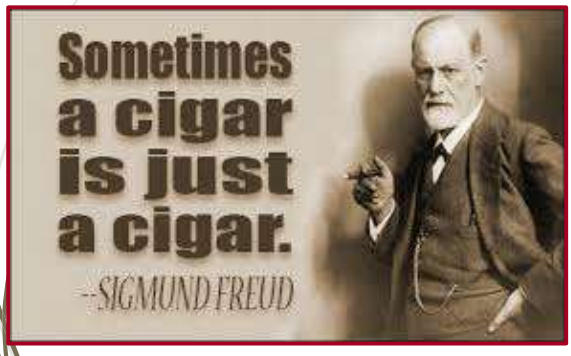
Abandonment of Seduction Theory

When I'm smoking it, Its just a cigar. When you're smoking it, It's a phallic symbol.



The Freudian Cover-up *is a theory first popularized by social worker Florence Rush in the 1970s, which asserts Freud intentionally ignored evidence that his patients were victims of sexual abuse.*

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Racker, H. (1957). The meaning and uses of counter-transference. Psychoanalytic Quarterly, 26, 303-357.

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The "Impaired" Professional
www.encyclopedia.com/

An impaired member of any profession creates legal and ethical difficulties for themselves, and can cause harm to others as well. For these reasons, the impaired professional merits serious attention.

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Categories
Johnson, 2017; Smith & Moss, 2009

Three Categories of "Impairment"

1. *The Incompetent Professional*
   - *Poorly trained*
   - *Not abreast of current standard of care*

2. *The Unethical Professional*
   - *Dishonest*
   - *Uncaring*
   - *Predator*

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Categories

Johnson, 2017; Smith & Moss, 2009

Three Categories of "Impairment"

Our Primary Discussion Point

3. The Impaired Professional

- *Not malicious, dishonest, or ignorant*
- *One who is ill*

"Interference in professional functioning due to chemical dependence, mental illness, or personal conflict." (p. 2)

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Statistics

Reith, 2018: Smith & Moss, 2009, p. 3

Rates of Distress/Impairment

Lack of consensus on definition

- *Depression*
  - *Self report survey = 42%*
    - *Experienced suicidal ideation*
    - *Or suicidal behavior*

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Statistics

Morse et al, 2012; Smith & Moss, 2009, p. 3

Rates of Distress/Impairment

Lack of consensus on definition

- *Alcohol & Substance Abuse*
  - *Self Report Survey*
    - ***9%** experienced a drinking problem at sometime in professional life*
    - ***6%** conducted sessions while under the influence of alcohol*

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50

Effective Management

Reith, 2018; Smith & Moss, 2009

Barriers to Intervention

1. Difficulty Confronting Colleagues

- *Visibly alcohol impaired therapists*
  - ***43%** - worked with male colleague abusing a substance*
  - ***28%** - worked with female colleague abusing a substance*
  - ***ONLY 19%** confronted the abusing colleague*

50

51

Effective Management
Reith, 2018; Smith & Moss, 2009

Barriers to Intervention

2. Failure to Identify Symptoms of Distress (1)

- *Reduced energy*
- *Decreased patience, irritability*
- *Decreased confidence*
- *Emotional exhaustion and isolation*
- *Grief, anger, and sorrow*
- *Hyper-vigilance and numbing*

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Effective Management
Reith, 2018; Smith & Moss, 2009

Barriers to Intervention

2. Failure to Identify Symptoms of Distress (2)

- *Quantity and quality of work fails*
  - *Falling behind in paperwork*
  - *Failure to maintain records*
  - *Tardy to work*
- *Working overtime or odd hours*
  - *Attempting to catch up*

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Effective Management
Reith, 2018; Smith & Moss, 2009

Barriers to Intervention

2. Failure to Identify Symptoms of Distress (3)

- *Intoxication and withdrawal symptoms*
  - *Hangover at work*
  - *Complaints from co-workers about work*
  - *Decrease in self-care, hygiene*
  - *Frequent, unexplained absences*

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Effective Management
Reith, 2018; Smith & Moss, 2009

Barriers to Intervention

3. Colleagues Who Fail to Act (1)

- *What prevents confrontation?*
  - ***43%** did not think behavior was affecting offender's professional functioning*
  - ***26%** believed intervention would result in adverse outcome*
    - *Fearful offender will deny problem*
    - *Fearful offender will reject help*
    - *Many hope someone else will handle it*

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55

Effective Management
Reith, 2018; Smith & Moss, 2009

Barriers to Intervention

3. Colleagues Who Fail to Act (2)

- *What prevents confrontation?*
  - ***22%*** *did not know what to do*
    - *Do not know what information is required*
    - *Unfamiliar with how to report*
  - ***19%*** *worried about risk to themselves*
    - *Reduced referrals*
  - ***13%*** *were preventing risk to the colleague*
    - *Fearful colleague will be disciplined*

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Effective Management
Reith, 2018; Smith & Moss, 2009

Barriers to Intervention

4. Failure to Identify Distress in Oneself

- *Lack of education*
- *Fear expressing personal weaknesses*
- *Maintain appearance of complete competence*
- *Rationalization for unethical behavior*
  - *"Everyone does it!"*

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"Impairment" – Protected Term
Falender & Shafranske, 2021

Why the term should NOT be used

"It is no longer an option for psychologists to use "impairment" as a general term to refer to trainees who are functioning below expected performance levels... use of the term creates legal jeopardy."

Note: Compassion Fatigue; Vicarious Traumatization

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"Impairment" – Protected Term
Wikipedia, 2009

Americans with Disabilities Act, 1990, 2009

- *Signed into law July 26, 1990*
- *Amended January 1, 2009*

"It affords similar protections against discrimination to Americans with disabilities as the Civil Rights Act of 1964 which made discrimination based on race, religion, sex, national origin, and other characteristics illegal. Disability is defined as a physical or mental impairment that substantially limits a major life activity….a covered entity shall not discriminate against a qualified individual with a disability."

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"Impairment" – Protected Term
Falender & Shafranske, 2021

CAUTION:

"Use of the term 'impairment' or 'impaired' in the context of providing adverse or negative feedback or performance evaluation suggests that the evaluation was based on the physical or mental impairment (a potentially discriminatory act under the ADA), rather than on objective evaluation of performance tasks."

Examples:

Patient chart updates

Counter-transference issues

Attendance

Other requirements

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"Impairment" – Protected Term
Falender & Shafranske, 2021

Why the term should NOT be used

- *Creates legal jeopardy*
- *Must provide reasonable accommodations*

CAUTION:

"The law recognizes it is generally incumbent on the impaired individual to request an accommodation, the ADA requires employers to provide reasonable accommodation to the 'known physical or mental limitations of an otherwise qualified individual with a disability.' "

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"Impairment" – Protected Term

Falender & Shafranske, 2021

Potential Language

- *Problematic student / intern*
- *Troubled therapist*
- *Underperforming*
- *Weakness*
- *Deficiency*
- *Diminished*
- *Temporarily incompetent*
- *Inadequate functioning*

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Ethics and Critical Thinking

Pope & Vasquez, 2011, p. 16

The club of ethically perfect therapists – those with flawless ethical judgment and fallacy-free ethical reasoning – is snobbishly exclusive. So far, no one has qualified for membership.

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SELF-DISCLOSURE

DIVERSITY & SELF DISCLOSURE

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Therapist Self-Disclosure

Empirical Research

- *Controversial therapist intervention*

Enthusiastic Promotion ⟷ ***Adamant Opposition***

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Therapist Self-Disclosure

Ziv-Beiman & Shahar, 2016; Gutheil, 2010

Everything a therapist does or does not say is a disclosure, but not necessarily an inappropriate one

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Therapist Self Disclosure and Immediacy
Current Research
Hill et al, 2018

Therapist Self Disclosure Definitions

- *TSD Definition: **Verbal** revelation about the therapist's life outside of therapy*
- *Excluding nonverbal self-disclosures (e.g., a family photo on the desk)*
- *Immediacy (Ims) Definition: "a discussion of the therapeutic relationship by both the therapist and client in the here-and-now, involving more than social chitchat (e.g., 'It's nice to see you')"*
- *Or "any discussion about the relationship between therapist and patient that occurs in the here-and-now*
- *As well as any processing of what occurs in the here-and-now interaction"*

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Therapist Self-Disclosure and Immediacy
Current Research
Hill et al, 2018

Therapist Self Disclosure (TSD)

- *TSDs can be about:*
  - *Feelings (e.g., "I get angry when someone pushes in front of me)*
  - *Similarities (e.g., "I also had an anxiety disorder")*
  - *Insight (e.g., "When I was a student, I realized that I had difficulty studying because I was distracted because of my parents' divorce")*
  - *Strategies (e.g., "I try to eat fruits and vegetables and walk every day")*
  - *Therapists presumably use TSD to establish a bond, to help clients feel normal or understood, and to encourage more client disclosure*

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Therapist Self-Disclosure and Immediacy
Current Research
Hill et al, 2018

Therapist Im (immediacy responses)

- *Present moment: "How are you feeling talking about this with me?"*
- *Expressing immediate feelings: "I'm feeling annoyed that you are frequently late for sessions"*
- *Drawing parallels with other relationships: "You said no one seems to care about you. . . . I wonder if you feel that I don't care about you?"*
- *Making the covert overt: "You seem so quiet. . . . I wonder how you feel about being here?"*

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Therapist Self-Disclosure and Immediacy
Current Research
Hill et al, 2018

Therapist Im (immediacy responses)

- *Acknowledging a breach in the relationship: "We seem to have reached an impasse"*
- *Trying to repair ruptures: "I apologize for saying something offensive to you"*
- *Intentions for Im include…*
  - *Encouraging clients to express unstated feelings*
  - *Attempting to negotiate, enhance, or repair the therapy relationship*
  - *Modeling appropriate ways to interact with others during conflict*

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Therapist Self-Disclosure and Immediacy
Current Research
Hill et al, 2018

Outcome

- *When considered together, the subsequent processes associated with TSD and Im were largely positive*
- *When directly compared, some differences appeared*
  - *TSDs were more likely to be associated with improved mental health functioning, overall helpful for client, and enhanced therapy relationship, suggesting that these are helpful, supportive interventions*
  - *In contrast, Ims were more likely to be associated with clients opening up, suggesting that these are useful interventions for dealing with problems in the therapeutic relationship*

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Therapist Self-Disclosure

Sadighim, 2014; Gutheil, 2010

Definition

Statements that reveal something personal about the therapist

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Accidental Self-Disclosure

Dealing with your own reactions

- *Off hours calls*
- *Late cancellations*

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Diversity and Self Disclosure
Gallardo, 2012, 2006

Unwillingness for Patient to Self Disclose

- *Blank slate technique fails*
- *Specific interpretations may offend*
- *Understanding of "Collective" experience*
  - ***Any intervention effects entire system***
  - *Inquire regularly* →

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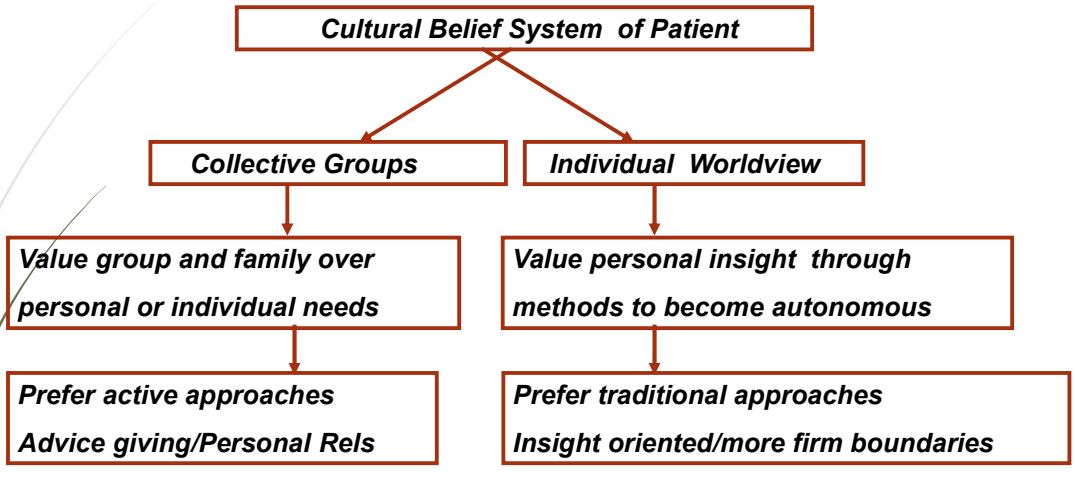
Diversity and Self Disclosure
Gallardo, 2012, 2006



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Self-Disclosure

Gutheil, 2010; Hill & Knox, 2001, p. 413

Self Disclosure is Related to Informed Consent

Clients who have experienced a responsible informed consent process seem to view ***self-disclosure*** *more positively and have more optimistic expectations for counseling outcome (Goodyear, Coleman, & Brunson, 1986).*

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Self-Disclosure

Pinto-Coelho et al, 2018; Gutheil, 2010

Positive Aspects

- *Elicits greater disclosure by client*
  - *In response to therapist's SD*
- *Enhances client self-exploration*
  - *Relationship issues*
- *Encourages atmosphere of honesty*
- *Strengthens therapeutic alliance*
  - *More on future slides*

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Self-Disclosure
Szezygiel, 2020; Gutheil, 2010

Why Not Disclose?

- *Interferes with projections and transference*
- *Disputes concept of anonymity*
- *Prevents abstinence and neutrality*
- *May blur boundaries*

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Self-Disclosure
D'Aniello & Nguyen, 2017; Pinto-Coelho et al, 2018

Three Types of SD

1. *Inescapable Disclosures*
   - *Real events such as pregnancy*
2. *Inadvertent Disclosures aka Immediate SD*
   - *In transference-CT dyad*
     - *Impulsive & unplanned*

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Self-Disclosure
D'Aniello & Nguyen, 2017; Pinto-Coelho et al, 2018

Three Types of SD

3. Deliberate Disclosures aka Intentional SD

- *Planned , more cautious*
- *Not impulsive*

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Self-Disclosure

Major Concerns

- *Focus shifts from client to therapist*
- *Studies focus upon intentional therapist SD*
  - *Not uncontrolled SD*
- *Conclusions*
  - *Therapist SD can influence the outcome of Tx*
  - ***How?***

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Gold Standard, Foundational Research on
Self Disclosure
Mentioned in all Current Research on SD

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Self-Disclosure
Barrett & Berman, 2001, p. 602

Results

When therapists increased levels of "appropriate" SD, clients reported greater reductions in symptom distress than did clients whose therapists limited their level of SD

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Self-Disclosure
Barrett & Berman, 2001, p. 602

When Therapist Increases Level of Self-Disclosure…

↓

*Clients Report Greater Reduction in *Symptom Distress…*

↓

Than Did Clients Whose Therapists Limited SD

* *Hopkins Symptom Check List*

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Self-Disclosure
Barrett & Berman, 2001, p. 602

Results

Clients liked their therapists more when amount of therapist disclosure was increased

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Self-Disclosure
Barrett & Berman, 2001, p. 602

When Therapist Increases Level of Self-Disclosure…

↓

Clients Report Liking Their Therapists More…

↓

Than Did Clients Whose Therapists Limited SD

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Self-Disclosure
Pinto-Coelho et al, 2018; Myers & Hayes, 2006

Results Related to THERAPIST SDs

- *SDs were brief and infrequent*
- *Approximately 5 per session*
- *Averaged < 15 seconds each*

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Self-Disclosure
Barrett & Berman, 2001

Results Related to CLIENT SDs

- *Far more frequent*
- *Mean of 60 per session*
- *Client disclosures dominated sessions*

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Self-Disclosure
Pinto-Coelho et al, 2018; Gutheil, 2010

Safeguards

- *Monitor and assess continually*
- *Guard against excessive SD*
- *Continue self-scrutiny*
- *Prepare to work through full range of client's feelings and reactions*
- *Unintentional SD must be considered carefully for counter-transference reactions*

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Self-Disclosure
Pinto-Coelho et al, 2018; Gutheil, 2010

Guidelines

- *Focus on timing and sensitivity*
- *Remain patient-focused*
- *Awareness of patient's resources and strengths in handling SDs*
- *Model emotional honesty*
- *Explore meaning of SD in Tx process*

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Self-Disclosure
Pinto-Coelho et al, 2018; Gutheil, 2010

Guidelines

- *Monitor client's self-distortions*
- *Exploration of transference schemas*
- *Focus on observational feedback*

Examples:

"I don't think that would be helpful to you…"

"I worry that you do not fully understand the effect your words have upon others…"

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Self-Disclosure
Pinto-Coelho et al. 2018

Spontaneous Disclosure of Counter-transference

- *Caution with spontaneous SDs when therapist is tested emotionally*
  - *Anger*
  - *Exhaustion*
  - *Pressure*
  - *Work overload*
- *Frustrated SD versus "formulated"*

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Self-Disclosure
Gutheil, 2010; Bridges, 2001

Repair of Injuries in Therapeutic Relationship

- *When therapist inadvertently crosses boundaries, or…*
- *If client is injured*
- *Understanding internal and relational issues*
- *Attempt to repair the connection*

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Self-Disclosure & Counter-transference
Yeh & Hayes, 2011; Myers & Hayes, 2006

Findings

- *Judicious use of SD and counter-transference disclosures (CTD) can be therapeutic*
- *Little empirical data about effects of SD of therapist counter-transference to clients*
- *Authors looked at concept*

SD = Self-Disclosure
CTD = Counter-transference Disclosure

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As Judged by Doctoral Student Subjects When Alliance Was…

Positive

When SD or CTD was made
- ***Sessions were rated deeper***
- ***Therapist viewed more expert rather than when none made***

Negative

When SD or CTD was made
- ***Sessions were rated shallower***
- ***Therapist rated less expert than when no disclosures made***

SD = Self-Disclosure
CTD = Counter-transference Disclosure

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Self-Disclosure & Counter-transference
Yeh & Hayes, 2011; Myers & Hayes, 2006, p. 181

From Previous Findings

- *Self disclosing therapists judged more generally attractive and trustworthy*
- *Reports were more favorable when SD was more personal in nature*

SD = Self-Disclosure
CTD = Counter-transference Disclosure

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Two Primary Considerations
Pinto-Coelho et al, 2018; Myers & Hayes, 2006

TWO CONSIDERATIONS BEFORE USE

Strength of Alliance

Stronger = SD & CTD Indicated

Weaker = More Risky

Experience in Therapy

Experienced = SD & CTD Indicated

Inexperienced = More Risky

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Self-Disclosure
D'Aniello & Nguyen, 2017

Other Considerations

Details on next slides

- *Client's diagnosis*
- *Presenting concerns*
- *Phase of therapy*
- *Skill level of therapist*
- *Personality of therapist*
- *Personality of client*

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Self-Disclosure
McCormic & Segrist, 2018

Risky Client Traits

- ***Borderline Personality Disorder***
  - *Risky if done impulsively*
    - *Litigious and unpredictable*
  - *Overlapping boundaries with therapist*
- ***Victimized or Abused Clients***
  - *Atmosphere of sympathy*
  - *Desire to rescue*
  - *Caution with over-identification*

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Self-Disclosure
McCormic & Segrist, 2018

Risky Client Traits

- *Similar Background or Situation as Therapist*
  - *Over identification with client*
  - *Tend to offer disclosures to aid recovery*

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Sum Up Question

What are the three types of therapist self-disclosure?

ANSWER

1. *Inescapable*
2. *Inadvertent*
3. *Deliberate*

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Sum Up Question

What did the research find are the two primary considerations we should think about prior to using self-disclosure?

ANSWER

1. *Strength of alliance*
2. *Experience in therapy*

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Self-Disclosure
Hill et al., 2018; Welfel, 2016

Results Related to THERAPIST SDs

- *SDs were brief and infrequent*
- *Approximately 5 per session*
- *Averaged < 15 seconds each*

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Self-Disclosure
Hill et al., 2018; Welfel, 2016

Results Related to CLIENT SDs

- *Far more frequent*
- *Mean of 60 per session*
- *Client disclosures dominated sessions*

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Diversity and Self Disclosure
Gallardo, 2012

Assume Less-Traditional Stance

- *To gain trust*
- *To promote credibility*
- *To provide foundation for connecting*
- *Demonstrate therapist is not part of "untrustworthy" establishment*

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Diversity and Self Disclosure
Sunderani, 2016; Gallardo, 2012

Less-traditional techniques

- *May be advantageous with diverse clients*
- *Self disclosure of personal experiences*
- *Advice giving*
- *Consultant*
- *Advocate*
- *Community activist*

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Clinical Implications from Research
Henretty & Levitt, 2010

Research Findings

- *Therapist self-disclosures were one of the few remarks clients remembered after termination*
- *It is one of the rarest therapeutic techniques*
- *May dilute the therapeutic potency*
- *Choose disclosures wisely*

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Pros and Cons of Therapist SD
Sadighim, 2014; Howe, 2011

PROS	CONS
Decrease in PT isolation	*Therapist seen as impaired*
Decrease in PT shame	*Therapist seen as self-focused*
Instill hope in PT	

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Therapist Self-Disclosure
Sunderani, 2016; Gutheil, 2010

Positive Aspects of Therapist SD

- *Elicits greater disclosure by client*
  - *ESPECIALLY from clients with **Collective** perspective*
- *Enhances client self-exploration*
  - *Experience relationship issues with therapist*
- *Encourages honesty*
- *Strengthens therapeutic alliance*
  - *More on future slides*

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Therapist Self-Disclosure
Gutheil, 2010

Negative Aspects of Self-Disclosure

- *NEVER disclose from a position of ANXIETY*
- *Interferes with client perceptions*
- *Prevents neutrality*
- *May become more about therapist than client*
- *May blur boundaries*
- *Influences client disclosures*
- *AA slogan: WAIT*

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Online Inadvertent Self Disclosure
Hill et al., 2018; Zur, 2009

Online Inadvertent Self Disclosure

- *Client conducts online search of therapist*
- *Client paying for online search of therapist*
- *Client "curiosity" versus "stalking"*
  - *Finding out where therapist spends time*
  - *Club memberships*
  - *Religious affiliations*
  - *Political contributions*

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Online Inadvertent Self Disclosure
Hill, et al., 2018; Zur, 2009

Online Inadvertent Self Disclosure

- *Assume anything you post is available to public*
- *Do not discuss cases online*
- *Avoid online consultations*

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Diversity and Self Disclosure
Hill et al., 2018; Welfel, 2016

Sample Vignette – Lunchtime Session

Therapist fits a client in during his lunch hour. Knowing it is his lunch hour, she brings food to the session for the therapist in order to show her understanding of his commitment to her.

A smile and thank you from the therapist is a good SD

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Clinical Implications from Research
Sunderani, 2016; Henretty & Levitt, 2010

Therapist Self-Disclosure Considerations

1. *Whom*
2. *What*
3. *When*
4. *How*
5. *Therapist responsiveness to client reaction*

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Clinical Implications from Research
Henretty & Levitt, 2010

Guideline One: To WHOM Should Therapist SD? (1)

- *Clients with strong alliance and / or positive relationship*
- *Clients with ego-strength*
- *Sophisticated clients*
  - *More familiarity with treatment methods*
- *If therapist and client are members of the same small community*
  - *To avoid client learning about their therapist outside of therapy*
  - *Example: Sexual orientation; religion; values*

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Clinical Implications from Research
Henretty & Levitt, 2010

Guideline One: To WHOM Should Therapist SD? (2)

- *Choose carefully*
- *Consider in advance*
  - *Clients who want to feel connected to their therapists*
    - *May perceive therapist SD as rewarding*
  - *Clients who value separateness and traditional therapy roles*
    - *May perceive therapist SD as intrusive*

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Clinical Implications from Research
Henretty & Levitt, 2010

Guideline Two: WHAT Should Therapist SD? (1)

- *Demographic information*
- *Values that may conflict with client values*
- *Professional information*
  - *Education, theoretical orientation, experience*

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Clinical Implications from Research
Henretty & Levitt, 2010

Guideline Two: WHAT Should Therapist SD? (2)

- *Practice caution when considering disclosures*
  - *Example: therapist struggles with addictions*
  - *May interfere with client's sobriety*
  - *Clients censoring themselves out of fear they might negatively affect their therapist*
  - *May illicit competition between client and therapist*

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Clinical Implications from Research
Henretty & Levitt, 2010

Guideline Three: WHEN Should Therapist SD?

- *Inconsistent results from research*
  - *Some therapists believe disclosing personal values is part of ethical informed consent*
  - *Presents therapist honesty*
- *Evaluate if therapist SD disturbs the therapeutic alliance*

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Clinical Implications from Research
Henretty & Levitt, 2010

Guideline Four: HOW Should Therapist SD?

- *Unspoken rule:*
  - *If client asks therapist personal information…*
    - *Before answering question evaluate the meaning to the patient*
  - *Disclose after consideration*
  - *Do not disclose impulsively*
    - *WAIT!!*

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Clinical Implications from Research
Henretty & Levitt, 2010

Guideline Four: HOW Should Therapist SD?

- *Therapist self-disclosures should contain only information necessary for therapeutic goals*
- *No need to share personal information*
- *Avoid self-gratification*

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Clinical Implications from Research
Henretty & Levitt, 2010

Guideline Five: RESPONSIVENESS to Client's Reaction (1)

- *Before, during, and after a self-disclosure…*
- *Check in with clients to see how they feel about the SD*
  - *"I too am a single parent"*

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Clinical Implications from Research
Henretty & Levitt, 2010

Guideline Five: RESPONSIVENESS to Client's Reaction (2)

- *Ask clients' permission prior to SD*
  - *"I also struggle with public speaking. May I tell you some techniques that have been useful to me?"*
- *Some clients may need therapist's reasons for disclosing*
  - *"I have found it is helpful for our working relationship if I tell you a little about myself"*

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Clinical Implications from Research
Henretty & Levitt, 2010

Guideline Five: RESPONSIVENESS to Client's Reaction (3)

- *Observe carefully how client responds*
- *Look for…*
  - *Decreased eye contact*
  - *Cancelled appointments*
  - *Overly worrying about therapist welfare*

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Clinical Implications from Research
Henretty & Levitt, 2010

Guideline Five: RESPONSIVENESS to Client's Reaction (4)

- *Ask about client reactions*
  - *"I noticed when I spoke about my own sobriety you had a reaction… can we talk about that?"*
- *Use the information for treatment planning*
  - *Did SD aid or disturb the alliance?*

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Conclusions from Research
Pinto-Coelho et al, 2018; Barnett, 2011

Conclusions

- *A thoughtful approach rather than simple avoidance*
- *Contextual factors*
- *Therapist's motivation*
- *Consider cultural aspects*
- *Consider boundaries and ground rules*
  - *Therapeutic frame*
- *Awareness of client reactions to therapist SD*

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Conclusions from Research
Sadighim, 2014

Prior to Using SD Consider:

- *Is SD intended to help client or to a gratify my own personal need*
- *Does the client need to know this information to make informed consent about treatment*
- *Might this disclosure negatively impact the client's perception of my competence and professionalism*
- *How much and how often am I disclosing with this particular client*

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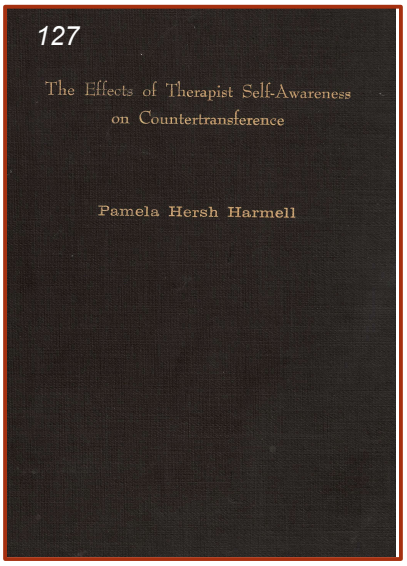

Therapist Self Care and Self Empathy

Self-awareness *should beget self-compassion: the capacity to notice, value, and respond to our own needs as generously as we attend to the needs of others (Murphy & Dillon, 2002). Many psychologists blame themselves for feeling drained and then, to complicate the drain, berate themselves for feeling that way. Please develop self-empathy, taking the time and space for yourself without feeling indulgent, guilty, or needy.*

Jake S. Ziede & John C. Norcross (2020): Personal Therapy and Self-Care in the Making of Psychologists, The Journal of Psychology, DOI: 10.1080/00223980.2020.1757596

Murphy, B. & Dillon, C. (2002). Interviewing in action: Process and practice (2nd ed) Wadsworth

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Self Care in Clinical Practice (3 min)

Dr. Marie Fang

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Therapist Self-Care
Kleespies et al., 2011, p. 3

Statistics:

- *Rate of suicide for male psychologists*
  - *Same as general population*
- *Rate of suicide for female psychologists*
  - *Significantly elevated than females in general population*
  - *Nearly three times greater*
- *Under-reporting limits reliability*
  - *Stigma*

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Causes of Burnout
McCormack et al, 2018

Primary Causes of Burnout For Professionals

- *Professional responsibilities*
- *Intense nature of the work*
- *The work environment*
- *Job stress*
- *Vicarious traumatization*
- *Barriers to care*
- *Worry about patients during off hours*
- *Paperwork*

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Therapist Self-Care
Ziede & Norcross, 2020; Kleespies et al., 2011

Factors Contributing to Therapist Suicide

- *All same factors from general population*
- *Plus…*
  - *Professional responsibilities*
  - *Intense nature of the work*
  - *The work environment*
  - *Barriers to care*

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Therapist Self-Care
Ziede & Norcross, 2020; Posluns & Gall, 2019

Self-Care as Preventative Measure

- *Regular self assessment*
- *Coping strategies*
  - *More on future slides*
- *Consultation*
  - *Decreases shame, embarrassment, feeling powerless*

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Therapist Self-Care
Ziede & Norcross, 2020; Posluns & Gall, 2019

Barriers to Seeking Help

- *Financial ramifications*
  - *Fear referrals will stop*
- *Lack of time*
- *Unaware there is a problem*
- *Not knowing personal indicators*

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Therapist Self-Care
Ziede & Norcross, 2020; Posluns & Gall, 2019

Personal Indicators

- *Note changes in behavior*
- *Changes to thinking*
- *Changes to professionalism*
- *Comments or reactions from others*

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Career Sustaining and Self Care Techniques
Posluns & Gall, 2019; Dattilio, 2015

Career Sustaining and Self Care Techniques

- *Hobbies*
  - *Music, reading, cooking, art, etc.*
- *Balance in work and professional life*
- *Regular consultation*
- *Exercise*
- *Reduce work hours where possible*
- *Other pleasurable activities*
- *Humor*

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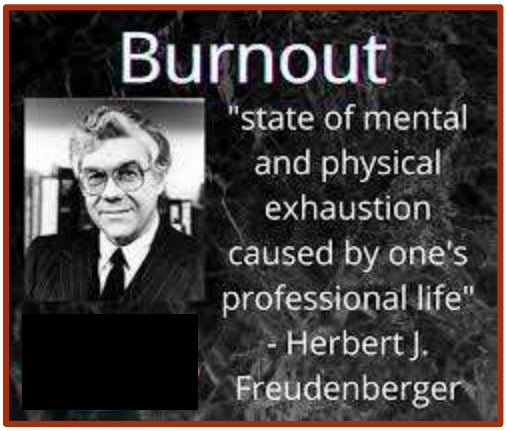
Burnout
Ziede & Norcross, 2020, p.9

- *Herbert Freudenberger, (1926–1999*
- *"The bright light bulb has burned out"*
  - *The father of the term "burnout'*
  - *Identified original signs of burnout*
    - *Emotional exhaustion*
    - *Physical depletion*
    - *Irritability*
    - *Impatience with others*
    - *Inflexibility*



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Statistics on Burnout
Lin et al, 2023

- *Psychologists who reported not being able to "meet the demand" of work responsibilities rose during the pandemic:*
  - *30% in 2020*
  - *41% in 2021*
  - *46% in 2022*

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Self Care
Dattilio, 2015; Smith & Moss, 2009

Burnout Rates Higher Among:

- *Younger care givers*
  - *Less experience and resources*
- *Agency workers*
- *Vicarious traumatization workers*
  - *More likely with personal trauma history*
  - *More later*

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Therapist Self-Care
Posluns & Gall, 2019

Varied Roles Changing Rapidly Causes Stress

1. *Very little time to process*
2. *Limited time to transition*
3. *Not enough time to fully recover after difficult interactions with clients*

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Developing Resilience
Tjeltvett & Gottlieb, 2010

Resilience

"A class of phenomena characterized by good outcomes in spite of serious threats to adaptation or development." (p. 100)

Vulnerability

"The areas in our lives that are not well protected from ethical lapses." (p. 101)

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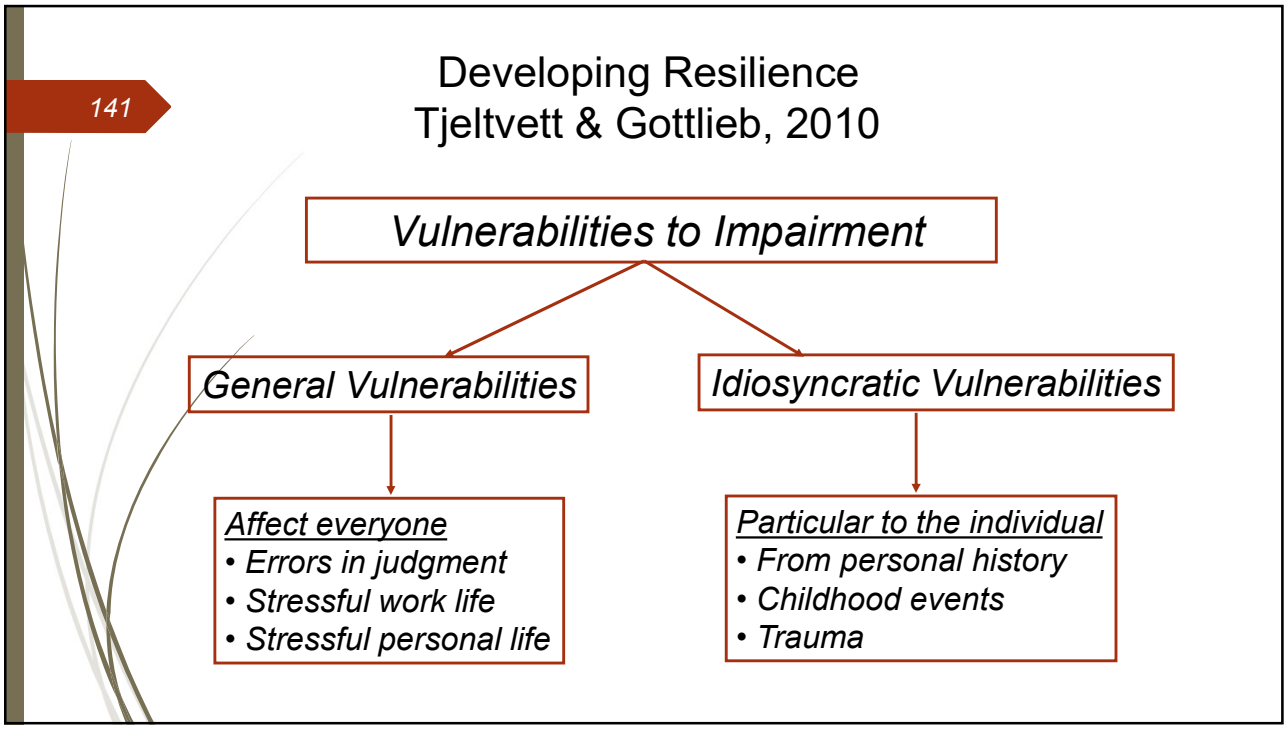
141
Developing Resilience
Tjeltvett & Gottlieb, 2010
Vulnerabilities to Impairment
General Vulnerabilities
Idiosyncratic Vulnerabilities
Affect everyone
• Errors in judgment
• Stressful work life
• Stressful personal life
Particular to the individual
• From personal history
• Childhood events
• Trauma

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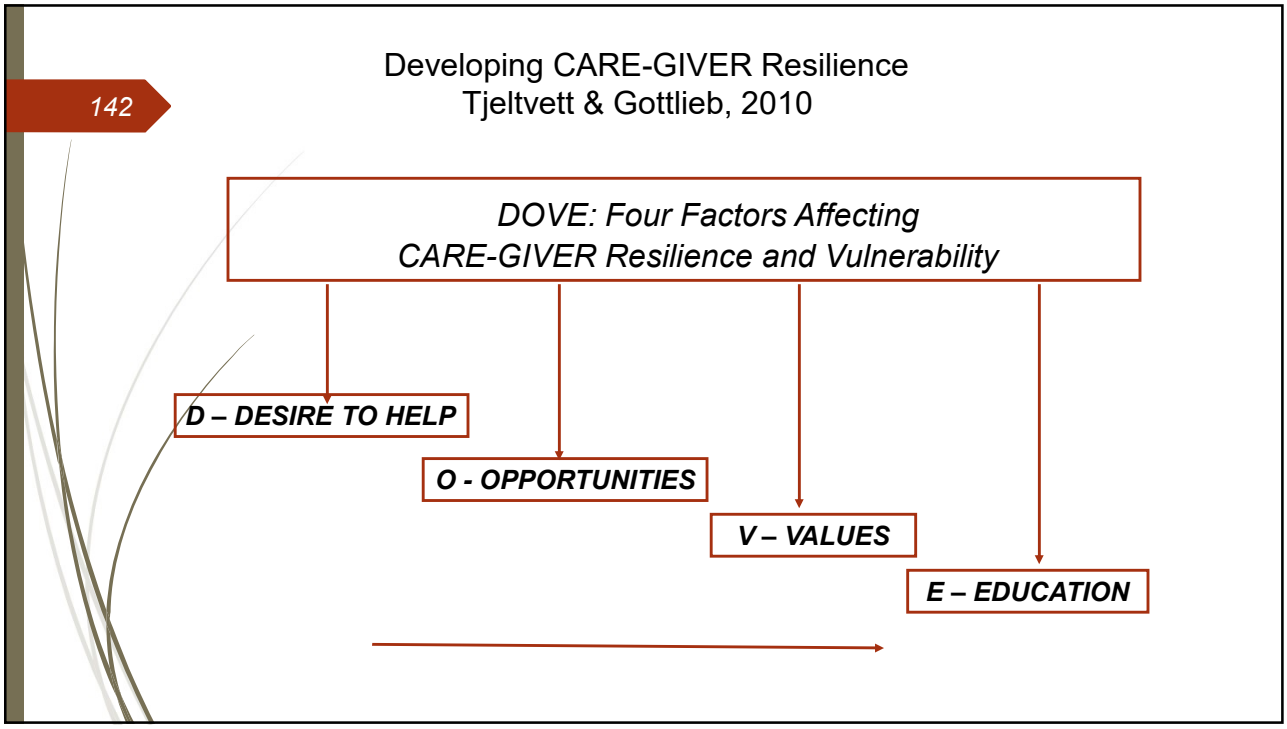
142
Developing CARE-GIVER Resilience
Tjeltvett & Gottlieb, 2010
DOVE: Four Factors Affecting
CARE-GIVER Resilience and Vulnerability
D – DESIRE TO HELP
O - OPPORTUNITIES
V – VALUES
E – EDUCATION

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D.O.V.E. Model of Resilience & Vulnerability
Tjeltvett & Gottlieb, 2010

D - Desire to Help

- *Primary reason care givers enter profession*
- *Wish to benefit society*
- ***Resilience:***
  - *Effort to help despite adversity*
- ***Vulnerability:***
  - *"There is nothing that has gotten us into trouble more than the desire to be helpful!" (S. Behnke)*
  - *Requires skills in boundaries*
  - *We may want to help too much*
    - *Eg. Woman who gave a room in her home to her patient*

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D.O.V.E. Model of Resilience & Vulnerability
Tjeltvett & Gottlieb, 2010

O - Opportunity

- *To contribute to society through education*
- *To provide clinical care and help others*
- ***Resilience:***
  - *Kudos for work well done*
  - *Success in the care giver role*
- ***Vulnerability:***
  - *Exploitation and abuse of power*
  - *Abuse of client trust*
  - *Taking advantage of client*
    - *Ex: therapist who accepted tickets to Oscar party*

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D.O.V.E. Model of Resilience & Vulnerability
Tjeltvett & Gottlieb, 2010

V - Values

- *Professionals share certain core values*
  - *Important to contribute to society*
  - *Quest for knowledge*
- ***Resilience:***
  - *Aids in self care and self knowledge*
  - *Propels one forward*
- ***Vulnerability:***
  - *Self-serving behaviors*
    - *Ex. Falsifying data to get a study published*

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D.O.V.E. Model of Resilience & Vulnerability
Tjeltvett & Gottlieb, 2010

E - Education

- *Provision of knowledge and resources*
- *Continuing education to help others*
- *Prevents mediocrity*
- ***Resilience:***
  - *Lifelong rewarding process*
  - *Improves professional functioning*
- ***Vulnerability:***
  - *Assumption taking workshop is enough*

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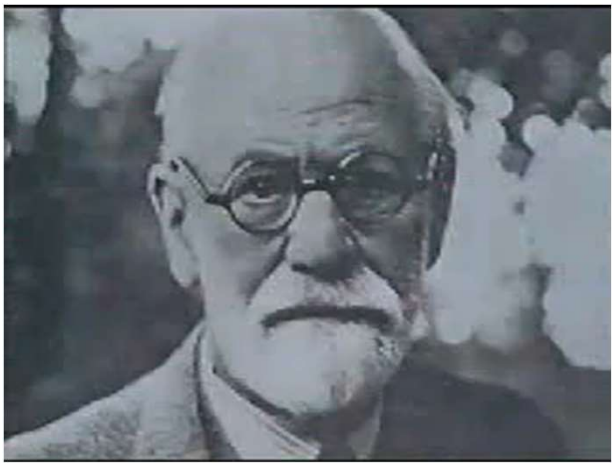
Example of Burnout (captioned)

After a short vacation in 1909:

"Today I resumed my practice and saw my first batch of nuts again…"

Freud



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Sum Up Questions

What is the primary prevention for therapist burnout?

***ANSWER**:*

Self care techniques

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Sum Up Questions

Name three stressors particular to psychotherapists:

Answer:

- *Professional responsibilities*
- *Intense nature of the work*
- *The work environment*
- *Barriers to care*
- *Paperwork*

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Sum Up Questions

Which gender is most likely to commit suicide in the population of psychotherapists according to the research?

Answer:

- *Rate of suicide for male psychologists*
  - *Same as general population*
- *Rate of suicide for female psychologists*
  - *Significantly elevated than females in general population*
  - *Nearly three times greater*

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151

Sum Up Questions

What is the DOVE method of building resilience for psychotherapists?

Answer:

151

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Developing CARE-GIVER Resilience
Tjeltvett & Gottlieb, 2010

DOVE: Four Factors Affecting CARE-GIVER Resilience and Vulnerability

- ***D – DESIRE TO HELP***
- ***O - OPPORTUNITIES***
- ***V – VALUES***
- ***E – EDUCATION***

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Sum Up Questions

Name the three types of therapist self-disclosure:

ANSWER:

1. *Inescapable Disclosures*
2. *Inadvertent Disclosures*
3. *Deliberate Disclosures*

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Sum Up Questions

The research suggests one of the three types of self-disclosure has better outcomes. Which one?

ANSWER:

1. *Inescapable Disclosures*
2. *Inadvertent Disclosures*
3. *Deliberate Disclosures*

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Sum Up Questions

All therapists are vulnerable to self disclosure that is not well thought out, especially when experiencing anxiety with a client.

ANSWER:

TRUE *FALSE*

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Sum Up Questions

Which of the two groups below might be more receptive to therapist self-disclosure?

ANSWER:

Collective Worldview *Individual Worldview*

156

157

Sum Up Questions

In the research findings, clients "liked" their therapists more when they gave appropriate and brief self disclosures.

ANSWER:

TRUE *FALSE*

157

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