

## THE FOUR TYPES OF COUNSELORS

HIGH WILL/LOW SKILL	HIGH WILL/HIGH SKILL
<ul style="list-style-type: none"> <li>• Attend counselor meetings on time and participate enthusiastically</li> <li>• Tend to struggle with client treatment plan construction</li> <li>• Create treatment plans that are vague</li> <li>• May not fully understand the treatment plan, scope, and sequence for appropriate counseling practice.</li> <li>• Create treatment plans that may look good on paper but fail in execution</li> <li>• Invite supervisors into the counselors office and actively seek feedback</li> <li>• Attend counselor development training enthusiastically</li> <li>• Puts in extra hours to assist other counselors.</li> <li>• Have a hard time anticipating client behavioral changes and will confuse clients</li> <li>• Allow clients to sidetrack counselors or engage in side discussions with counselors</li> <li>• May take supervision feedback personally and get discouraged</li> <li>• Tend to work very hard but struggle to see an impact from personal efforts</li> </ul>	<ul style="list-style-type: none"> <li>• Have strong counselor skills.</li> <li>• Are tapped by supervisors to mentor new and younger counselors or conduct counselor training</li> <li>• Will in engage in professional development but are careful about which activities they choose</li> <li>• Are cooperative during supervising meetings but often get impatient with what they consider "fluff."</li> <li>• Share materials with other counselors</li> <li>• Have high expectations of clients</li> <li>• Provide rigorous counseling efforts</li> <li>• Deals effectively with counselor-client treatment issues</li> <li>• Empower clients to be accountable for their behavior</li> <li>• Have good relationships with other counselors and supervisors.</li> <li>• May take on too much additional work but do so because they feel it's in the best interest of clients.</li> </ul>
LOW WILL/LOW SKILL	LOW WILL/HIGH SKILL
<ul style="list-style-type: none"> <li>• Show up late to supervisor meetings and contribute little if anything to the discussion.</li> <li>• Are the last ones at the facility and the first ones to leave.</li> <li>• Do not seek out professional development activities.</li> <li>• Use the same treatment plans for each client</li> <li>• Spend their extra time socializing or running errands</li> <li>• Rarely participate in professional development.</li> <li>• Are resistant to feedback from supervisors</li> <li>• Focus on basic counselor skills rather than mastery skills</li> <li>• May rationalize their shortcomings by pointing out the other things they do in their private life</li> <li>• Have a hard time articulating the connections between counselor skills and counseling theories.</li> <li>• Fail to anticipate or explain carefully how treatment sessions will help the client.</li> </ul>	<ul style="list-style-type: none"> <li>• Blame the parents of the clients</li> <li>• Blame the clients</li> <li>• Resistant to feedback and refuse to take ownership for counselor improvement</li> <li>• Resent reflective conversations/unwilling to be self-reflective.</li> <li>• May have great counselor theory or counselor knowledge but may not implement knowledge effectively with all clients.</li> <li>• Tend to undermine new initiatives at the facility.</li> <li>• Negatively contribute to supervisory meetings.</li> <li>• Complain during professional counselor development meetings that the activities by saying: "we know this already" or "this is nothing new."</li> <li>• Tend to have low expectations of clients</li> <li>• Spend a lot of time denying or shifting blame</li> <li>• May struggle with boundaries with clients.</li> </ul>