# The Four Types of Counselors

## High Will/low Skill
- Attend counselor meetings on time and participate enthusiastically.
- Tend to struggle with client treatment plan construction.
- Create treatment plans that are vague.
- May not fully understand the treatment plan, scope, and sequence for appropriate counseling practice.
- Create treatment plans that may look good on paper but fail in execution.
- Invite supervisors into the counselors' office and actively seek feedback.
- Attend counselor development training enthusiastically.
- Puts in extra hours to assist other counselors.
- Have a hard time anticipating client behavioral changes and will confuse clients.
- Allow clients to sidetrack counselors or engage in side discussions with counselors.
- May take supervision feedback personally and get discouraged.
- Tend to work very hard but struggle to see an impact from personal efforts.

## Low Will/low Skill
- Show up late to supervisor meetings and contribute little if anything to the discussion.
- Are the last ones at the facility and the first ones to leave.
- Do not seek out professional development activities.
- Use the same treatment plans for each client.
- Spend their extra time socializing or running errands.
- Rarely participate in professional development.
- Are resistant to feedback from supervisors.
- Focus on basic counselor skills rather than mastery skills.
- May rationalize their shortcomings by pointing out the other things they do in their private life.
- Have a hard time articulating the connections between counselor skills and counseling theories.
- Fail to anticipate or explain carefully how treatment sessions will help the client.

## High Will/high Skill
- Have strong counselor skills.
- Are tapped by supervisors to mentor new and younger counselors or conduct counselor training.
- Will in engage in professional development but are careful about which activities they choose.
- Are cooperative during supervising meetings but often get impatient with what they consider “fluff.”
- Share materials with other counselors.
- Have high expectations of clients.
- Provide rigorous counseling efforts.
- Deals effectively with counselor-client treatment issues.
- Empower clients to be accountable for their behavior.
- Have good relationships with other counselors and supervisors.
- May take on too much additional work but do so because they feel it’s in the best interest of clients.

## Low Will/high Skill
- Blame the parents of the clients.
- Blame the clients.
- Resistant to feedback and refuse to take ownership for counselor improvement.
- Resent reflective conversations/unwilling to be self-reflective.
- May have great counselor theory or counselor knowledge but may not implement knowledge effectively with all clients.
- Tend to undermine new initiatives at the facility.
- Negatively contribute to supervisory meetings.
- Complain during professional counselor development meetings that the activities by saying: “we know this already” or “this is nothing new.”
- Tend to have low expectations of clients.
- Spend a lot of time denying or shifting blame.
- May struggle with boundaries with clients.