

# LSICLG1

## Take responsibility for your own continuing personal development in counselling



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### Overview

This unit is about taking responsibility for and managing your own continuing personal development

There are four parts to this unit

- 1 Manage your personal values and qualities
- 2 Establish self awareness in relation to the client/s
- 3 Engage in development of self
- 4 Maintain your fitness to practice

This unit is relevant those working in the following counselling contexts

1. Institutions
2. Statutory Services
3. VCS (Voluntary Community Sector Services)
4. Social Enterprises
5. Individual Practice
6. Commercial Enterprises

All units within the suite of National Occupational Standards for Counselling are not specific to any theoretical model.

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### Performance criteria

#### Manage your personal values and qualities

*You must be able to:*

- P1 demonstrate a personal commitment to consistency between what is professed and what is done
- P2 act in a moral and ethical manner in dealings with others that demonstrates personal straightforwardness, honesty and coherence
- P3 demonstrate that you have a capacity for resilience
- P4 manage complex and unpredictable client feelings
- P5 recognise and cope with uncertainty
- P6 demonstrate that you are secure enough in yourself to enable the client to feel safe in your company
- P7 demonstrate the capacity to be empathic and understand another person's experience from their perspective
- P8 show respect to others and respect ways in which they understand themselves
- P9 demonstrate that you have the capacity to work with client's concerns without being personally diminished
- P10 apply and articulate appropriate criteria to inform decisions and actions
- P11 demonstrate that you have the capacity to manage and make decisions and take appropriate action in the face of known fears, risks and uncertainty when professionally required to do so
- P12 apply sound judgement based on your therapeutic/clinical knowledge and/or experience to inform your practice.
- P13 apply sound judgement based on evidence-based practice to inform your
- P14 be aware of all aspects of your own sense of identity, its origins and
- P15 be aware of your own responses and issues related to identity and the impact of these on others
- P16 critically appraise theories underpinning personal development

#### Establish self awareness in relation to the client/s

*You must be able to:*

- P17 engage in rigorous self-examination, monitoring thoughts, feelings, physical sensations and behaviour in the therapeutic relationship
- P18 demonstrate awareness and management of idealisation and potential for denigration by the client/s and to bring that awareness into the therapeutic relationship
- P19 demonstrate a mature approach to relationships and life choices drawing on relevant life experiences
- P20 recognise when your fitness to practice is impaired and take action appropriate to the needs of your client/s
- P21 demonstrate awareness of the psychological repercussions of prejudice and discrimination

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- P22 be resilient (non-retaliatory) and respond appropriately to personal attacks that may emanate from client/s
- P23 recognise the limits of your competence as a therapist
- P24 plan for regular breaks to enhance and restore your own well-being
- P25 recognise unresolved emotional conflicts in your own life and be aware of ways in which these may impact on the client/s
- P26 establish and maintain a therapeutic alliance with clients
- P27 contain and manage your own emotions appropriately in a therapeutic relationship
- P28 maintain appropriate sexual boundaries in the therapeutic relationship
- P29 understand the implications of touch in the therapeutic relationship and convey to clients' and colleagues decisions about its use in accordance with consistent, coherent and in-depth theoretical perspective
- P30 recognise and maintain appropriate personal boundaries even when these are challenged by the client/s or others

#### **Engage in development of self**

- You must be able to:*
- P31 reflect on your personal development including ways in which you have negotiated developmental stages
  - P32 demonstrate an ethical approach to relationships and life choices drawing on relevant life experiences
  - P33 develop an awareness of self
  - P34 identify and develop ways of monitoring change within self
  - P35 evaluate process of change within self
  - P36 identify your own strengths and weaknesses in relationships with others
  - P37 recognise your own distress or disturbance and secure therapeutic help, support or guidance when needed
  - P38 recognise when your fitness to practice is impaired and engage appropriate help, support or guidance
  - P39 demonstrate openness to acquiring and integrating new knowledge about yourself
  - P40 demonstrate openness to acquiring new knowledge about theory and
  - P41 demonstrate openness to feedback from others and integrate feedback into your self-image and therapeutic practice
  - P42 give appropriate feedback to others
  - P43 demonstrate that you can and will ask for help when you need it
  - P44 identify your personal needs and find ways of ensuring these are met outside the therapeutic relationship with clients

#### **Maintain your fitness to practice**

- You must be able to:*
- P45 develop mechanisms and strategies for reflecting on your fitness to practice

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- P46 recognise your personal and professional limitations and identify ways of addressing these
- P47 recognise the need for self care
- P48 consider and develop self-indicators that might highlight concerns regarding your fitness to practice
- P49 recognise when you are not fit to practice and seek support from appropriate channels (e.g. manager, colleagues, supervisor, personal therapy)
- P50 decide when you are not fit to practice and take responsibility for arranging appropriate action to be taken in the clients' best interests
- P51 recognise when colleagues show signs of being unfit to practice and be able to discuss your concerns with them and take appropriate

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### Knowledge and understanding

*You need to know and understand:*

#### Manage your personal values and qualities

- K1 how to support the client to take responsibility for themselves and to work towards them being independent of the therapist
- K2 an in depth knowledge of theories of personality and behaviours related to your own chosen theoretical approaches and have an awareness of others
- K3 defence mechanisms or defensive strategies
- K4 theories of Stress, Coping and Health
- K5 how to maintain psychological and physical health and well being
- K6 the role and function of personal therapy and other forms of personal development in counselling training and practice
- K7 theories of identity and self esteem
- K8 theories/good practice relating to the use and misuse of power and discrimination
- K9 an ethical framework and codes of conduct for professional practice and how to apply these in relationships with clients
- K10 the ethical principles of counselling
- K11 own values and beliefs and potential ethical dilemmas and implications for your own practice
- K12 anti-oppressive practice
- K13 relevant theories of the origins and nature of prejudice
- K14 accountability and its implications for your therapeutic practice
- K15 the impact of therapist attributes in the counselling relationship
- K16 theories of sexuality and the development and ethical management of sexual attraction in the therapeutic relationship
- K17 the importance of risk assessment and resilience factors
- K18 the impact of differences between the counsellor and the client

#### Establish self-awareness in relation to the client/s

*You need to know and understand:*

- K19 in depth theories relating to interpersonal relationships related to your chosen theoretical approaches and have an awareness of others
- K20 in depth knowledge of theories related to the use of self in therapy related to your chosen theoretical approaches and have an awareness of others
- K21 theories concerning the value of personal therapy and personal development for therapists
- K22 the importance of reflecting on life experiences
- K23 the importance of learning from mistakes
- K24 relevant theories relating to group and one-to-one dynamics
- K25 in depth knowledge of theories relating to the process of therapy related

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- to your chosen theoretical approaches and have an awareness of others
- K26 in depth knowledge of theories relating to the therapeutic alliance and other aspects of the therapeutic relationship related to your chosen theoretical approaches and have an awareness of others
- K27 how to process feedback in a group or one-to-one setting
- K28 how to critically appraise group or one-to-one process
- K29 relevant theories of the origins and nature of prejudice
- K30 the use of the therapeutic frame for counselling
- K31 how to establish maintain and sustain the therapeutic alliance
- K32 ethical management of sexuality and the development and management of sexual attraction in the therapeutic relationship
- K33 relevant theories concerning boundaries related to sexuality and the development and management of sexual attraction in the therapeutic relationship
- K34 relevant ethics, theories and good practice concerning the use of touch in therapy
- K35 appropriate levels of awareness of relevant guidance and codes of ethics and practice

#### **Engage in development of self**

*You need to know and understand:*

- K36 developmental psychology, in depth appropriate to your chosen theoretical approach(es) and have an awareness of comparative theories
- K37 in depth knowledge of theory relating to the use of the therapeutic frame related to your chosen theoretical approach(es) and have an awareness of others
- K38 a clear understanding of theories concerning the value of personal therapy for therapists related to your chosen theoretical approach(es) and have an awareness of others
- K39 in depth knowledge of theories of interpersonal relationships related to your chosen theoretical approach(es) and have an awareness of others
- K40 ethics and guidelines regarding fitness to practice
- K41 the interface between life experience and the therapeutic process
- K42 in depth knowledge of theories of personal development as applied to the therapeutic process related to your chosen theoretical approach(es) and have an awareness of others
- K43 the importance of boundaries for client and counsellor safety and to support the therapeutic work
- K44 the importance of the use of support networks and referral systems
- K45 the importance of understanding referral protocols, processes and systems

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### Maintain your fitness to practice

*You need to know and understand:*

- K46 the importance of reflecting on, identifying and addressing your own needs in personal therapy and personal development
- K47 in depth knowledge of theories of self appropriate to your chosen theoretical approach(es) and an awareness of others
- K48 in depth knowledge of theories of stress, coping and health related to your chosen theoretical approach(es) and have an awareness of others
- K49 the importance of taking care of oneself
- K50 fitness to Practice ethics and guidelines
- K51 relevant codes of practice and ethical frameworks that help define fitness to practice indicators
- K52 organisational fitness to practice procedures and guidelines
- K53 where support is available and how to access it
- K54 how to use networks and referral systems

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**Relevant occupations** Health, Public Services and Care; Health and Social Care; Child Development and Well Being; Associate Professionals and Technical Occupations; Education and training; Preparation for life and work; Health and Social Services Officers; Health Associate Professionals; Therapists; Social Welfare Associate Professionals; Healthcare and Related Personal Services; Childcare and Related Personal Services

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**Suite** Counselling National Occupational Standards v4

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