

1. COUNSELLING FOUNDATIONS – knowing psychological health, development, and dysfunction

A. Human Development and Functioning

- Understands development Across the Life Span, and life transitions
- Understands contextual and systemic influences of social, biological, and family
- Integrates knowledge of the significance of religion, spirituality, values, and meaning

B. Culture and Diversity

- Understands sociological and cultural barriers that may affect counselling
- Adapts counselling approach to meet the cultural/spiritual/ethnic specific needs of the client
- Recognizes and adjusts therapeutic approach due to historic and systemic oppression, power imbalance and its impact on the counselling relationship

C. Theoretical Framework

- Uses and applies established therapeutic theory
- Establishes a therapeutic relationship informed by the theoretical framework
- Recognizes and understands how human problems develop
- Applies a theoretical framework to client contexts and presentations
- Applies a theory of change consistent with the theoretical framework
- Recognizes the benefits, limitations, and contraindications of differing theoretical frameworks

D. Mental Health

- Understands the impact of trauma on psychological functioning
- Recognizes impact of major classes of psychotropic drugs and their effects
- Recognizes the major diagnostic categories identified in the DSM-5 and IDC and their possible implications for counselling
- Recognizes the impact of drug and alcohol misuse, abuse, and addiction
- Understands and uses knowledge of neurobiology pertinent to counselling practice
- Understands psychopathology and abnormal psychology and the nature of dysfunction

2. COUNSELLING INTERVENTIONS – knowing when and how to complete successful interventions

A. Counselling Assessment

- Understands purpose and can perform a full assessment process
- Understands what client issue(s) to address first and rationale for prioritization

B. Crisis Intervention

- Able to assess crisis and level of risk
- Able to assess suicidal & homicidal risk, and other types of risk
- Able to address when a client is in crisis

C. Conflict Resolution

- Manages a client's conflict or a conflict with a client

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3. COUNSELLING PROCESSES – Having the knowledge and skills to work with client issues

A. Orientation

- Explains the proposed theoretical framework for therapy
- Describes the therapeutic process establish agreement on who is the client for the purposes of therapy
- Explains the responsibilities of counsellor and client in the therapeutic relationship
- Explains confidentiality and its limits
- Establishes ongoing informed consent
- Provides key administrative policies and procedural information to client

B. Assessment

- Identifies client's strengths, vulnerabilities, resilience, and resources.
- Selects and uses appropriate assessment tools
- Refers clients to external assessment where appropriate
- Identifies client's expectations of therapy and its outcomes
- Integrates assessment data into proposed therapeutic process
- Communicates assessment information so client understands its relationship to proposed therapeutic process
- Assesses for and addresses legal duty to report and legal duty to warn

C. Therapeutic Relationship

- Establishes and maintains a client-therapist relationship
- Establishes and maintains therapeutic boundaries
- Defines clear limits of response to client's requests or demands
- Regains therapeutic perspective when it has been diminished
- Monitors and responds to quality of client-therapist relationship in an ongoing way

D. Therapeutic Process

- Adapts therapeutic process to meet specific needs of client
- Formulates working hypothesis to account for presenting problems of clients
- Uses working hypothesis to guide therapeutic approach
- Obtains, interprets, and integrates multiple sources of information pertaining to working hypotheses
- Assesses working hypothesis an effectiveness of the therapeutic approach
- Reformulates working hypothesis and therapeutic approach as appropriate
- Manages interpretations to the therapeutic process
- Reviews process with client on an ongoing basis
- Develops and monitors safety plan with client and/or others
- Fosters and promotes client's ability to function independent of therapy
- Manages interruptions to the therapeutic process due to external factors
- Identifies situations in which referral may benefit the client
- Refers client, when needed or appropriate, in a timely fashion

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E. Closure

- Recognizes when to conclude therapy
- Prepares client for the ending of a course of therapy
- Conducts an effective closure process
- Identifies follow up options
- Reviews support systems and resources
- Addresses premature endings

4. COUNSELLING SKILLS AND TECHNIQUES – using counselling skills to build therapeutic relationship

A. Therapeutic Relationship

- Uses counselling skills to create an emotionally safe, respectful, authentic, accepting, and therapeutic relationship

B. Therapeutic Communication and Process

- Uses counselling skills such as listening, paraphrasing, empathy, probing, immediacy, reframing, and different types of appropriate challenging to enhance the formation of the therapeutic relationship

5. ETHICS AND ETHICAL PRACTICE – Using ethical principles to guide best practice

A. Commitment to Regulatory Standards

- Complies with all relevant federal and provincial/territorial legislation
- Complies with all relevant municipal and other local bylaws
- Complies with all requirements of statutory regulatory body
- Complies with all requirements of self regulatory organization
- Adheres to Standards of Practice of a professional association
- Distinguishes between the role of a provincial regulatory body and a professional association

B. Commitment to Ethical Practice

- Recognizes ethical issues encountered in clinical practice
- Applies an ethical decision-making process
- Addresses organizational policies and practices that are inconsistent with legislation and professional standards
- Resolves ethical dilemmas in a manner consistent with legislation and professional standards
- Recognizes and acknowledges personal accountability in decision making
- Recognizes one's scope of practice and to not work beyond one's scope of practice
- Uses ethical communication where ethical principles are maintained in all communications with client

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6. REFLECTIVE PRACTICE – Taking care of self to better take care of the client

A. Self Awareness

- Recognizes instances where counselling therapist's life experiences may enhance or compromise effectiveness
- Recognizes when subjectivity values and biases may compromise counselling effectiveness
- Obtains support to enhance objectivity.

B. Self-Care & Personal Safety

- Maintains wellness practices that contribute to professional performance
- Builds and uses a support network
- Recognizes compromised performance and addresses these indicators
- Recognizes and addresses need for personal counselling
- Recognizes and addresses risks to personal safety

C. Counselling Supervision and Personal/Professional Congruence

- Seeks regular supervision for best welfare of clients & self-reflective practice
- Differentiates administrative supervision, clinical supervision, & consultation
- Recognizes the principles of clinical supervision and the complexities of the role of clinical supervisor
- Strives to be a fully integrated person whose personal and professional life are congruent and who present consistently in both contexts

7. PROFESSIONAL PRACTICE – Doing the business of counselling

A. Counselling Records

- Maintains comprehensive records of professional activity
- Ensures clarity and legibility of records
- Maintains security and preservation of records
- Recognizes and addresses factors affecting confidentiality and access to information
- Recognizes and addresses factors affecting transfer of information and records to others

B. Professional Business Practices

- Recognizes and addresses liability concerns
- Establishes sound business management policies and procedures
- Establishes procedures to deal effectively with client crises and emergency situations
- Establishes procedures to provide services during therapeutic absence
- Employs ethical advertising principles
- Maintains professional deportment congruent with practice setting
- Uses planning and time management skills

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C. Collegial Relationships - Consultation and Collaboration

- Recognizes the principles of consultation and the complexities of the role of the consultant
- Provides consultation within therapist's limits of professional expertise
- Creates and sustains working relationships with other professionals
- Differentiates the functions of other service providers
- Shows respect to other disciplines and professions
- Participates in collaborative practice
- Develops and maintains a referral network
- Identifies community resources relevant to client needs

8. PROFESSIONAL COMMUNICATION – Presenting oneself as a professional to the world

A. Third Party Support

- Identifies when advocacy or third-party support may be of value to the client, and advises client accordingly
- Supports clients to overcome barriers

B. Referrals and Third-Party Reports

- Prepares clear, concise, accurate, and timely reports, appropriate team events of the recipient and the client
- Recognizes ethical and legal implications when preparing reports

C. Media/social media

- Considers and follows all ethical considerations when using media or social media in professional and in personal accounts
- Considers and follows all standards of practice associated with the use of media/social media

For the **Clinical Counselling Scope of Practice**, the following specific education is required:

- 1) Training in the use of the **DSM-5-TR**
- 2) Training in **Assessment with Differential Diagnosis**
- 3) Training in **Mental Health Pharmacology**

In addition to the above education, the Clinical Counselling Scope of Practice could also include:

- 4) Training in **Addictions** and/or **Addictions Counselling**
- 5) Training in the **Biopsychosocial Approach to Counselling**
- 6) Training in **PTSD treatment or PTSD counselling**
- 7) Training in **Group Therapy** (not psychoeducational presentations)
- 8) Other clinical mental health training

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