

Utilizing Erickson Core Competencies for Effective Clinical Supervision

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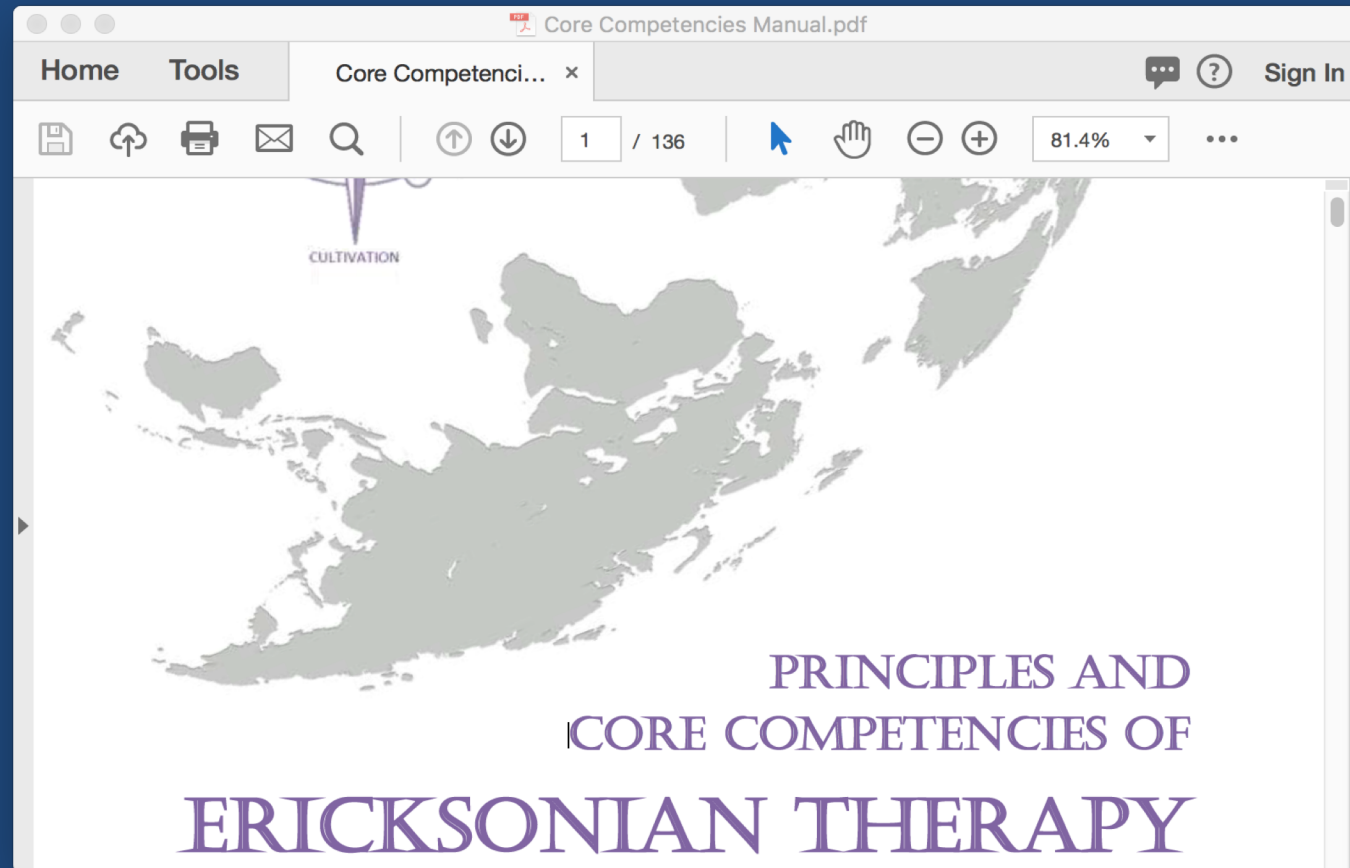
Workshop Objectives

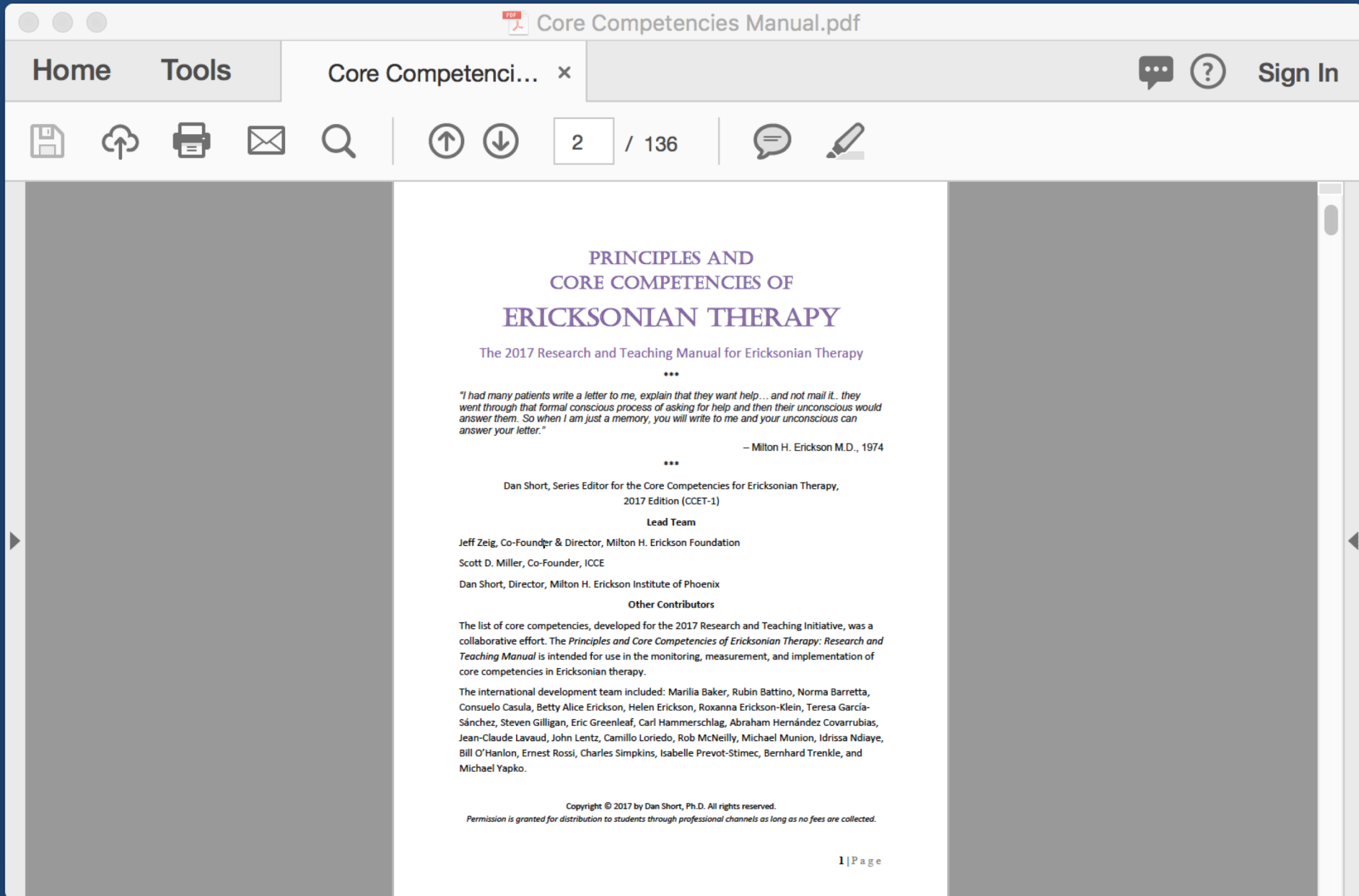
- At the end of this workshop, supervisors will have a greater structure for assessing Ericksonian Core Competencies in therapist-in-training.
- At the end of this workshop, supervisors will have a greater structure for helping to instill and strengthen the core competencies within Ericksonian therapists-in-training.
- At the end of this workshop, supervisors will have a sense of how to utilize what supervisees bring to sessions in helping them create positive changes.

ERICKSONIAN CORE COMPETENCIES

Link To The Principles and Competencies of Ericksonian Therapy Manual

- The Manual may be accessed from this hotlink:
<http://www.iamdrshort.com/PDF/Papers/Core%20Competencies%20Manual.pdf>





PRINCIPLES AND CORE COMPETENCIES OF ERICKSONIAN THERAPY

The 2017 Research and Teaching Manual for Ericksonian Therapy

"I had many patients write a letter to me, explain that they want help... and not mail it... they went through that formal conscious process of asking for help and then their unconscious would answer them. So when I am just a memory, you will write to me and your unconscious can answer your letter."

— Milton H. Erickson M.D., 1974

Dan Short, Series Editor for the Core Competencies for Ericksonian Therapy,
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Other Contributors

The list of core competencies, developed for the 2017 Research and Teaching Initiative, was a collaborative effort. The *Principles and Core Competencies of Ericksonian Therapy: Research and Teaching Manual* is intended for use in the monitoring, measurement, and implementation of core competencies in Ericksonian therapy.

The international development team included: Marilia Baker, Rubin Battino, Norma Barretta, Consuelo Casula, Betty Alice Erickson, Helen Erickson, Roxanna Erickson-Klein, Teresa García-Sánchez, Steven Gilligan, Eric Greenleaf, Carl Hammerschlag, Abraham Hernández Covarrubias, Jean-Claude Lavaud, John Lentz, Camillo Lorio, Rob McNeilly, Michael Munion, Idrissa Ndiaye, Bill O'Hanlon, Ernest Rossi, Charles Simpkins, Isabelle Prevot-Stimec, Bernhard Trenkle, and Michael Yapko.

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Ericksonian Core Competencies

- Ericksonian Core Competency I: Tailoring
- Ericksonian Core Competency II: Utilization
- Ericksonian Core Competency III: Strategic
- Ericksonian Core Competency IV: Destabilization
- Ericksonian Core Competency V: Experiential
- Ericksonian Core Competency VI: Naturalistic

Assessment of the Ericksonian Core Competencies Within Trainees

- The 2017 Principles and Core Competencies Manual of Ericksonian Therapy has specific examples that discusses operational examples of each competency
- Assessment of the supervisee's understanding of the theoretical foundations (theoretical foundation, p.11 of manual)
- Assessment of therapist-in-trainings grounding in relational foundations (List of the relational foundations, p. 19 of the manual)

How We Assess With Our Supervisees

- Observation of their clinical work (e.g., live supervision or video supervision)
- Listening to the way they “tell the tale” of what they did in therapy (case consultation supervision)
- Looking for both patterns of competencies and challenges
- Hearing their requests for assistance with cases and theory development and opening space for supervisees to feel safe to ask questions.

**INSTILLING THE ERICKSONIAN CORE COMPETENCIES
WITHIN TRAINEES IN SUPERVISION-AN ERICKSONIAN
APPROACH**

Core Competency I: Tailoring

A readiness to individualize treatment

- Tailoring therapy to the clients/contexts with whom therapists-in-training work is a skill that Ericksonian supervisors would want to instill in supervisees. It requires flexibility, an ability for supervisees to think about their clients in context, and for supervisees to be self-reflexive/self-reflective
- Exercises to help supervisees learn to tailor their work with clients
- Supervision conversations that can help in:
 1. Case Consultation Supervision
 2. Video Supervision
 3. Live Supervision

Core Competency II-Utilization

A readiness to utilize intrapersonal and interpersonal dynamics as well as situational factors

- This is a very important aspect of Ericksonian therapy. Utilizing whatever the client brings to therapy is a skill supervisees greatly benefit from gaining.
- Exercises for helping therapists-in-training develop these skills
- Supervision conversations that can help with this in:
 1. Case Consultation Supervision
 2. Video Supervision
 3. Live Supervision

Core Competency III- Strategic

- Challenges of developing strategic view in this era of postmodern practice
- Exercise that is helpful.....Looking at persuasive intentionality on a continuum. Looking at how collaborative ways of working look similar in practice to strategic ways with different intentions.
- Supervision conversations that can help with this:
 1. Case Consultation supervision
 2. Video Supervision
 3. Live Supervision

Core Competency IV-Destabilization

A readiness to disrupt stable psychological patterns to encourage flexibility and learning

- Clients present with cognitive systems, behavioral systems, and social systems. When these are too rigid it keeps people from adapting changing (lack of flexibility). Isomorphic to this, clinicians can sometimes be too rigid and can also repeat same patterns of stuckness. Erickson used “confusion technique” to help with this.
- Exercises that help
- Supervision Conversations that can be helpful:
 1. Case consultation supervision
 2. Video supervision
 3. Live Supervision

Core Competency V- Experiential

A readiness to prioritize open-ended experiential learning

- Ericksonian therapists create contexts in which clients can find their own solutions. This can happen in a variety of ways. Helping trainees to create these contexts through in session activities, out of therapy activities (homework), formal hypnosis, etc. is an important aspect of Ericksonian Supervision
- Exercises that help instill an experiential perspective and behavior in supervisees
- Supervision conversations that help:
 1. Case consultation supervision
 2. Video supervision
 3. Live supervision

Core Competency VI- Naturalistic

A readiness to create the expectation that change will occur naturally and automatically

- Ericksonian therapists work within the notion that change best occurs from within, which is a natural process. Therapists-in-training sometimes have difficulty “trusting the process” and burden themselves with being the agent of change.
- Exercises that help instill a naturalistic perspective and behavior in supervisees
- Supervision conversations that help:
 1. Case consultation supervision
 2. Video supervision
 3. Live supervision