Research Proposal

Title: Discrimination Supervision Model

Program Study: Counseling Studies

Presentation Type: Power Point (Remote)

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Category: Theoretical Proposal

Abstract

The Discrimination Model of Supervision (DM) was developed to assist supervisors-in-training to discriminate or judge the needs of their supervisees and choose how to interact with them to meet those needs (Bernard & Goodyear, 2014). Within this model, a counseling supervisor assesses the supervisee's developmental stage and needs to choose the appropriate foci and role to address that need or stage (Bernard & Goodyear, 2014). The DM model is the most widely used, researched, and supported supervision model in individual counseling supervision. It is considered a process model and it differentiates between two aspects of the supervisory relationship: functioning and role (Bernard & Goodyear, 2014). Prior to 2006 within the school counseling setting, no specific model of supervision addressed the unique functions of a school counselor since the needs of supervisees in this setting are different and previous approaches were not applicable to this setting (Like, Ellis, & Bernard, 2011). This presentation will define and give a brief overview of the DM model. The presenter will discuss the integration of several strategies and theoretical approaches drawn from the literature among which are: narrative therapy adaptation, creative strategies, and spirituality techniques. Using case studies, the presenter will highlight he differences and application of the model in different settings such as in school counseling supervision and in group work. Finally, implications and areas of further research will be discussed.

Christian Worldview Integration

Christian counseling is considered to be more complex than other forms of counseling because the client's issues and the counseling goals are multifaceted (McMinn, 1996, p.33). In order to provide the best ethical, professional, and Christian psychological approach it is important to develop a supervision integration model that covers all major areas in professional Christian counseling to ensure that supervisees will be ethically equipped. Clients attend counseling when they are in distress and experiencing emotional, psychological, and spiritual difficulties, expressing their need to find hope and peace (Worthen & Isakson, 2011). There is increasing evidence of the inclusion of spirituality and religious beliefs in the field of mental health. Considering that the goals of supervision are to monitor client care and to enhance professional functioning (Bernard and Goodyear, 2014); this presentation will discuss appropriate holistic client care by addressing the client's religious and/or spiritual belief system in supervision (Polanski, 2003). In this presentation, the integration of the DM model proposes

that any given supervision issue can potentially be addressed from the perspective of any of the three foci/roles areas (Polanski, 2003).   This presentation provides a framework for examining how the spiritual issues that arise in supervision may be addressed from any of the DM perspectives and how the DM can be integrated into the various supervision issues (Polanski, 2003). This presentation impacts the culture at large not only because of the integration of various disciplines and application in various settings but also because it focuses on the needs of the supervisees in order to promote professional development and growth that result in providing the best level of care to clients.

References

Bernard, J. M., & Goodyear, R. K. (2014). *Fundamentals of clinical supervision*. Boston: Pearson.

Borders, L. D., & Brown, L. L. (2009). *The new handbook of counseling supervision*. New York: Routledge.

Worthen, V., & Isakson, R. (2011). Hope;The Anchor of the Soul: Cultivating Hope and Positive Expectancy. *Issues in Religion and Psychotherapy*, *33*(1), 47–62. Retrieved from https://ojs.lib.byu.edu/spc/index.php/IssuesInReligionAndPsychotherapy/article/view/1352%5Cnhttps://ojs.lib.byu.edu/spc/index.php/IssuesInReligionAndPsychotherapy/article/download/1352/1313