Skills Rating Worksheets

Psychotherapists use a variety of skills to help clients change in different ways. To allow you to reflect on your current development as a therapist and to help you set goals for future growth, it may be helpful to rate how often you use different strategies and how proficient you feel when you use them. Multitheoretical Psychotherapy (MTP) describes a broad catalog of key strategies drawn from seven theoretical approaches. It is unlikely that you will learn all of these skills at the same time. Developing a repertoire of intervention strategies is a long-term learning process. Therefore, you may be rating different types of skills at distinct times as part of different learning experiences.

It will be easiest for you to rate your use of skills after reading descriptions of these skills in Chapters 4-10 of ***Integrative Multitheoretical Psychotherapy*** (Brooks-Harris, 2008) or after watching live or video demonstrations. Please remember that the way you implement a skill will differ from the way it is described or demonstrated. As you develop as a counselor, you will learn how to adapt established interventions to your own personal style and the kind of relationship you are developing with an individual client.

Instructions
Please read through the catalog of key strategies and rate your skills using these two scales:

Frequency of Use
0—I have NEVER used this skill.
1—RARELY
2—OCCASIONALLY
3—FREQUENTLY
4—I use this strategy with ALMOST ALL of my clients.

Proficiency of Use
A—I ALREADY use this skill with comfort and success.
B—I'm okay at this skill; I would like to be BETTER.
C—I CAN'T implement this skill very well.
D—I DON'T want to include this skill in my repertoire.

Cognitive Psychotherapy Strategies

Frequency (0–4)	Proficiency (A–D)	
		COG-1. Identifying Thoughts. Identifying automatic thoughts, self-talk, and cognitive patterns.
		COG-2. Clarifying the Impact of Thoughts. Clarifying the impact of thoughts on feelings, actions, and interpersonal relationships
		COG-3. Challenging Irrational Thoughts. Challenging or disputing irrational thoughts or inaccurate beliefs.
		COG-4. Illuminating Core Beliefs. Illuminating core beliefs or schemas by exploring the meaning of thoughts and patterns.
		COG-5. Evaluating Evidence. Evaluating evidence that may support or challenge clients' cognitions.
		COG-6. Testing Hypotheses. Forming and testing hypotheses about clients' beliefs and perceptions.
		COG-7. Modifying Beliefs. Modifying specific beliefs to be more accurate and adaptive.
		COG-8. Reinforcing Adaptive Cognitions. Reinforcing adaptive cognitions and extinguishing dysfunctional ones.
		COG-9. Encouraging Accurate Perceptions. Encouraging accurate perceptions of realistic constraints impacting clients' lives.
		COG-10. Supporting Dialectical Thinking. Supporting dialectical thinking and helping clients move toward synthesis rather than focusing on only one mode of thought.
		COG-11. Fostering Mindful Awareness. Fostering mindful observation and awareness to help clients live in the present rather than making judgments.
		COG-12. Working with Imagery. Working with imagery, metaphors, or stories to reduce negative images and encourage clients to visualize adaptive images and embrace positive metaphors.
		COG-13. Brainstorming Solutions. Brainstorming alternative solutions as part of active problem solving.
		COG-14. Providing Psychoeducation. Providing psychoeducation by sharing information from theory and research to aid therapeutic change.
		COG-15. Supporting Bibliotherapy. Supporting bibliotherapy by recommending relevant books or articles that support therapeutic learning.

Behavioral Psychotherapy Strategies

Frequency (0–4)	Proficiency (A–D)	
		BHV-1. Clarifying the Impact of Actions. Clarifying the impact of actions on thoughts, feelings, and interpersonal relationships.
		BHV-2. Illuminating Reinforcement and Conditioning. Illuminating how current behavioral patterns have been shaped by environmental reinforcements and conditioned responses.
		BHV-3. Identifying Target Actions. Identifying specific target actions that a client wants to increase or decrease.
		BHV-4. Determining Baselines. Determining the frequency and duration of specific behaviors in order to establish baselines and gauge progress.
		BHV-5. Encouraging Active Choices. Encouraging clients to make active choices based on a realistic assessment of the likely consequences of their actions.
		BHV-6. Assessing Stages of Change. Assessing stages of change and preparing clients to move steadily toward action.
		BHV-7. Establishing Schedules of Reinforcement. Establishing schedules of reinforcement and punishment in order to increase or decrease targeted behaviors.
		BHV-8. Prescribing Actions. Prescribing specific action or assigning homework that activates behavior or alters long-standing patterns.
		BHV-9. Constructing a Hierarchy. Constructing a hierarchy of related behaviors or situations that result in different levels of distress in order to identify an intervention strategy.
		BHV-10. Exposing Clients to Images or Experiences. Exposing clients to distressing images or real-life experiences in order to desensitize them or extinguish problematic conditioned responses.
		BHV-11. Fostering Acceptance. Fostering acceptance of uncomfortable thoughts, feelings, or sensations rather than taking action to try to change or avoid them.
		BHV-12. Encouraging Commitments. Encouraging clients to identify their values and to make commitments to actions that are consistent with personal values.
		BHV-13. Providing Training and Rehearsal. Providing skills training and behavioral rehearsal related to therapeutic goals.
		BHV-14. Coaching and Shaping. Coaching clients, providing social reinforcement, and shaping behavioral patterns.

Experiential-Humanistic Psychotherapy Strategies

Frequency (0–4)	Proficiency (A–D)	
		EXP-1. Identifying Feelings. Identifying specific feelings and distinguishing them from thoughts and physical sensations.
		EXP-2. Clarifying the Impact of Feelings. Clarifying the impact of feelings on thoughts, actions, and other dimensions of human functioning.
		EXP-3. Encouraging Expression of Feelings. Encouraging awareness and expression of feelings in order to embrace adaptive emotions and let go of maladaptive feelings.
		EXP-4. Fostering Self-Actualization. Celebrating the desire for growth and fostering self-actualization as an innate human need.
		EXP-5. Communicating Empathy and Positive Regard. Communicating empathy and unconditional positive regard in a congruent manner that encourages growth.
		EXP-6. Supporting Authenticity. Supporting the discovery and expression of a client's personal sense of authenticity.
		EXP-7. Integrating Parts of Self. Identifying, connecting, and integrating different parts of the self.
		EXP-8. Focusing Attention. Focusing attention to increase awareness of feelings, thoughts, actions, or physical sensations.
		EXP-9. Fostering Here-and-Now Awareness. Fostering here-and-now awareness in order to promote discovery and growth.
		EXP-10. Creating Experiments. Creating in-session experiments to facilitate discovery and change.
		EXP-11. Accepting Freedom and Responsibility. Promoting an acceptance of freedom and responsibility that leads to mature decision-making.
		EXP-12. Recognizing Existential Limitations. Facilitating recognition of existential limitations like death, freedom, isolation, and meaninglessness.

Biopsychosocial Psychotherapy Strategies

Frequency (0–4)	Proficiency (A–D)	
		BIO-1. Exploring the Effect of Biology on Psychological Functioning. Exploring how biological functioning, including health or illness, can affect thoughts, actions, and feelings.
		BIO-2. Recognizing the Influence of Psychological Functioning on Health. Recognizing the influences of thoughts, actions, and feelings on biological health and physical wellness.
		BIO-3. Considering the Interaction Between Health and Relationships. Considering the interaction between biological health and interpersonal or systemic relationships.
		BIO-4. Understanding Health within a Sociocultural Context. Understanding biological health, health behaviors, and physical symptoms within their social and cultural contexts.
		BIO-5. Encouraging Physical Wellness. Helping clients establish healthy patterns of living that result in physical wellness—including proper nutrition, exercise, and sleep.
		BIO-6. Reducing Substance Use. Helping clients reduce or eliminate their use of alcohol, tobacco, or other drugs that threaten physical and mental health.
		BIO-7. Teaching Relaxation. Teaching clients to relax using muscle relaxation, breathing, stretching, imagery, meditation, or autogenic training.
		BIO-8. Fostering Physiological Awareness. Fostering physiological awareness and attention to biological cues related to psychological functioning and physical health.
		BIO-9. Working Interactively with Body and Brain. Working physically with the body or altering brain activity to relieve psychological and emotional distress.
		BIO-10. Facilitating Acceptance of Illness. Facilitating acceptance of illnesses or physical limitations and encouraging behavioral changes that adapt to new biological realities.
		BIO-11. Encouraging an Active Role in Health Care. Encouraging an active role in health care through personal decision-making and proactive negotiation with health-care providers.
		BIO-12. Considering Psychotropic Medication. Encouraging clients to consider the potential benefits of medication to reduce psychiatric or medical symptoms.
		BIO-13. Considering Alternative Interventions. Considering alternative interventions that impact biological functioning (e.g. hypnosis, acupuncture, yoga).

Psychodynamic-Interpersonal Psychotherapy Strategies

<u>Frequency</u> (0–4)	<u>Proficiency</u> (A–D)	
		PSY-1. Listening to Narratives. Listening with a receptive attitude and enabling clients to relate their life narratives in a way that illuminates conflicts and patterns.
		PSY-2. Encouraging Free Association. Encouraging clients to say whatever comes to mind in order to discover unconscious thoughts and feelings that might not emerge in a structured conversation.
		PSY-3. Identifying Relationships Themes. Examining current relationships and identifying interpersonal themes that may represent long-term patterns.
		PSY-4. Making Interpersonal Interpretations. Interpreting subtle thoughts, actions, and feelings in order to bring them into awareness and illuminate their relationship to interpersonal patterns.
		PSY-5. Honoring Resistance. Honoring resistance and fostering awareness of the way clients resist change and maintain the status quo in order to protect themselves from fearful changes.
		PSY-6. Exploring Childhood Experiences. Exploring childhood experiences in order to understand the origin of interpersonal patterns and how early relationships may shape or distort current interpersonal perceptions.
		PSY-7. Working Through Past Conflicts. Expressing and working through thoughts and feelings related to painful interpersonal conflicts from the past.
		PSY-8. Identifying Attachment Styles. Examining early and ongoing attachment experiences and identifying attachment styles in order to encourage more secure attachments.
		PSY-9. Observing the Therapeutic Relationship. Observing the way clients relate to the psychotherapist in order to understand the way interpersonal patterns are enacted and repeated within the therapeutic relationship.
		PSY-10. Attending to Subjective Responses. Attending to the psychotherapist's own subjective responses as a basis for understanding clients' interpersonal experiences and how they may be perceived by others.
		PSY-11. Resolving Conflicts in the Therapeutic Relationship. Working through interpersonal problems in the therapeutic relationship in order to resolve conflicts that were learned earlier in life.
		PSY-12. Modifying Relational Interactions. Identifying ways that current relationships outside therapy can be modified to change interaction patterns and to generalize lessons that have been learned in psychotherapy.
		PSY-13. Interpreting Dreams. Exploring dreams and helping clients discover interpretive meaning that illuminates thoughts or feelings outside of awareness.
		PSY-14. Adapting to Interpersonal Losses or Disputes. Helping clients adapt to significant changes in interpersonal relationships by grieving losses or resolving disputes.
		PSY-15. Encouraging New Relationships. Encouraging clients to form new relationships and reduce social isolation as a result of role transitions or interpersonal deficits.
		PSY-16. Learning from Termination. Using the end of the therapeutic relationship to enact a healthy separation, consolidate self-awareness, and support interpersonal changes.

Systemic–Constructivist Psychotherapy Strategies

Frequency (0–4)	Proficiency (A–D)	
		SYS-1. Understanding Problems within their Social Context. Understanding individuals' psychological problems within the social context of families and other relational groups.
		SYS-2. Viewing Families as Systems. Viewing families as interactive systems in which all members impact one another through direct and indirect communication.
		SYS-3. Detecting Repetitive Interaction Patterns. Detecting repetitive interaction patterns and feedback loops that are used to maintain family homeostasis.
		SYS-4. Describing the Structure of the Family. Describing the structure of the family including subsystems, boundaries, and patterns of enmeshment and disengagement.
		SYS-5. Identifying Family Roles. Identifying functions or roles that family members frequently play in order to maintain family stability.
		SYS-6. Searching for Multigenerational Patterns. Searching for multigenerational patterns that demonstrate the way interpersonal relationships are influenced by extended families.
		SYS-7. Clarifying Family Belief Systems. Clarifying family belief systems and rules that govern the way families interact and influence member's thoughts, actions, and feelings.
		SYS-8. Giving Directives for Strategic Change. Giving strategic directives that alter a maladaptive sequence of behaviors in order to initiate change within an entire system.
		SYS-9. Exploring the Social Construction of Meaning. Exploring the social construction of personal meaning and helping clients recognize how families and other groups have shaped the way reality is perceived.
		SYS-10. Externalizing Problems. Externalizing problems by describing them as separate entities outside of clients rather than as defining parts of identity.
		SYS-11. Encouraging Adaptive Narratives. Helping clients tell their stories or personal narratives in new ways that support the possibility for change.
		SYS-12. Utilizing Clients' Resources. Utilizing clients' resources and symptoms to help them meet their needs in more adaptive ways.
		SYS-13. Constructing Solutions. Constructing solutions by building on past successes and discovering exceptions to the rules that support psychological problems.
		SYS-14. Orienting Toward the Future. Orienting clients toward the future and helping them imagine a time when their problems have been solved.

Multicultural-Feminist Psychotherapy Strategies

Frequency (0–4)	Proficiency (A–D)	
		MCUL-1. Viewing Clients Culturally. Observing and understanding clients' thoughts, actions, and feelings from a cultural point of view.
		MCUL-2. Clarifying the Impact of Culture. Clarifying the impact of cultural contexts on current functioning, interpersonal relationships, and social systems.
		MCUL-3. Creating Culturally-Appropriate Relationships. Creating therapeutic relationships that appropriately match clients' cultural expectations.
		MCUL-4. Celebrating Diversity. Celebrating diversity in order to help clients accept and express their uniqueness.
		MCUL-5. Illuminating Similarities and Differences. Illuminating similarities and differences between psychotherapist and clients and acknowledging the impact on the relationship.
		MCUL-6. Recognizing the Impact of Identity. Assessing identity development and recognizing its impact on how clients value different worldviews and make attributions of personal success and failure.
		MCUL-7. Facilitating Identity Development. Facilitating the awareness and development of cultural identity in order to promote self-acceptance and empowerment.
		MCUL-8. Appreciating Multiple Identities. Appreciating the intersection of multiple identities including race, ethnicity, gender, sexual orientation, religion, class, ability, and age.
		MCUL-9. Highlighting Oppression and Privilege. Highlighting the impact of societal oppression, privilege, status, and power on clients' thoughts, actions and feelings.
		MCUL-10. Exploring Societal Expectations. Exploring societal expectations and supporting informed decisions about which roles to embrace and which to discard.
		MCUL-11. Supporting Social Action. Supporting clients who participate in social action in order to change oppressive societal structures or practices.
		MCUL-12. Integrating Spiritual Awareness. Integrating clients' spiritual awareness or faith development into holistic growth.
		MCUL-13. Becoming Aware of the Therapist's Worldview. Becoming aware of your own worldview and how it impacts your role as psychotherapist.
		MCUL-14. Reducing Cultural Biases. Recognizing possible cultural biases and presenting options with as little partiality as possible.