Contents

PART ONE: COUNSELING FOUNDATIONS

Chapter One: Counseling: Its Meaning, History, and Status

Chapter Organizer 2
- Aim of the Chapter 2
- Chapter Preview 2
- Relevant Questions 2
- Relevant Activities 3

Introduction 4
Counseling Defined 4
Historical Development 6
Significant Influences 7
Significant People and Events 10
Current and Future Employment Trends 14
- Public School Counselors 15
  Duties, Current Status, Future Demand
- Employment Counselors 16
  Duties, Current Status, Future Demand
- Rehabilitation Counselors 16
  Duties, Current Status, Future Demand
- College Career-Planning and Placement Counselors 17
  Duties, Current Status, Future Demand
- Religious Leaders 17
  Duties, Current Status, Future Demand
- Social Workers 18
  Duties, Current Status, Future Demand
- Psychologists 19
  Duties, Current Status, Future Demand

Types of Counseling 20
- Crisis Counseling 20

Do's and Don'ts in Crisis Intervention Counseling 22
Facilitative Counseling 23
Preventive Counseling 23
Developmental Counseling 24
Summary 26
References 26

Chapter Two: Dimensions of Counseling

Chapter Organizer 30
Aim of the Chapter 30
Chapter Preview 30
Relevant Questions 31
Relevant Activities 31
Introduction 32
Counseling: An Art and a Science 32
Differences Between Counseling and Psychotherapy 33
Similarities 33
Differences 34
The Helper as a Person 36
The Helper's Personality Needs 40
Goals of Counseling 41
Client Expectations 45
Counselee-Counselor Collaboration in Counseling 49
Counselees-Noncounselees: Do They Differ? 50
The Involuntary Client 52
Values in Counseling 55
Counselor Intellectual Ability and Cognitive Congruence 57
Summary 58
References 59

Chapter Three: Theoretical Considerations

Chapter Organizer 66
Aim of the Chapter 66
Chapter Preview 66
Relevant Questions 67
Relevant Activities 67
Introduction 68
Client-Centered Therapy 68
Theory of Personality 68
Counseling Process 69

Goals 71
Research 72
Rational-Emotive Therapy 72
Theory of Personality 73
The Counseling Process 75
Goals 76
Research 76
Behavioral Counseling 76
Theory of Personality 76
Theory of Learning 77
Standard Concepts 78
The Counseling Process 78
Relaxation, Desensitization, Assertive Training
Goals 80
Research 80
Gestalt Therapy 80
Psychology of Gestalt 80
Theory of Personality 81
The Counseling Process 82
Goals 84
The Content of Counseling: Theoretical Considerations 84
Self-Concept 85
Need Satisfaction and Self-Concept 92
Perceptual Field and Behavior 94
Developmental Concerns 95
Implications for Counseling 99
Summary 102
References 103

PART TWO: THE COUNSELING RELATIONSHIP

Chapter Four: Regard and Respect in Counseling

Chapter Organizer 108
Aim of the Chapter 108
Chapter Preview 108
Relevant Questions 108
Relevant Activities 109
Introduction 110
Regard and Respect: Historical Antecedents 112
Definitions 112
Developments 113

Further Definition of Aspects of Regard and Respect 117
Regard and Unconditional Postitive Regard 117
Respect 120
Warmth and Nonpossessive Warmth 122
Acceptance 125
Caring 128
Regard and Respect in the Counseling Relationship 129
Counselor Self-Regard and Self-Respect 129
Counselor Regard and Respect for Self in Relation to the Client 131
Client Regard and Respect for the Counselor 133
Counselor Demonstration of Regard and Respect 135
Research on Regard and Respect 138
Suggestions for Counselor Training 144
Respect, Warmth
Summary 148
References 149

Chapter Five: Authenticity In Counseling

Chapter Organizer 154
Aim of the Chapter 154
Chapter Preview 154
Relevant Questions 155
Relevant Activities 155
Introduction 156
Nature of Authentic Behavior 158
Definitions 158
Research Involving the Authentic Counseling Relationship 159
Dynamics of the Authentic Counseling Relationship 165
Counselor-Evaluation Scales
Counselee Resistance 171
Implications for Training 174
Summary 175
References 176

Chapter Six: Empathy

Chapter Organizer 182
Aim of the Chapter 182

Chapter Preview 182
Relevant Questions 183
Relevant Activities 183
Introduction 184
Historical Antecedents 184
Empathy Defined 186
Empathy, Sympathy, and Projection 187
Judgments and Empathy 188
Counselor Adjustment 190
Qualities of the Empathic Relationship 192
Experiencing Versus Evaluating 194
Expected Outcomes 195
Research Outcomes 197
Topic Change 197
Length of Interview 197
Level of Self-Exploration 198
Outcome Measures of Change 199
Educational Settings 200
Implications for Training 201
Summary 204
References 205

PART THREE: THE COUNSELING PROCESS

Chapter Seven: Specifics of Counseling: I

Chapter Organizer 210
Aim of the Chapter 210
Chapter Preview 210
Relevant Questions 211
Relevant Activities 211
Initiating Counseling 212
Preparation 212
Intake Procedures 213
Establishing Rapport 214
Terminating the Initial Interview 215
Client Response to the Initial Interview 219
Counselor Expertness Variable 220
Establishing Structure 222
Attending Behavior 227
The Counseling Environment 228
Counselor-Client Interaction 229

Research on Attending Behavior 230
Optimal Attending Position 234
Observation 234
Facial Expression, Mannerisms, Energy Level, Noncongruent Behavior
Nonverbal Behavior 239
Listening 243
Verbal Patterning and Communication Responses 246
Silence 249
Use of Questions in Counseling 251
Transference 254
Termination of Counseling 256
Terminating a Counseling Session 257
Termination of Counseling 257
Summary 259
References 259

Chapter Eight: Specifics of Counseling: II

Chapter Organizer 266
Aim of the Chapter 266
Chapter Preview 266
Relevant Questions 267
Relevant Activities 267
Introduction 268
Responding Considerations 268
Responding to Content 268
Responding to the Nonverbal 270
Responding to Feeling 272
Responding with Accurate Empathy 278
Timing 284
Inaccuracy 286
Rating 287
Themes 289
Personalization 290
Diagnosis 294
Setting Goals 296
Criteria for Generating Counseling Goals 301
Interpretation 302
Clarification 303
Immediacy 304

Confrontation 306
Summary 308
References 309

Chapter Nine: Planning for Change

Chapter Organizer 312
Aim of the Chapter 312
Chapter Preview 312
Relevant Questions 313
Relevant Activities 313
Information in Counseling 314
Information About the Client's World 314
Information Provided About the Client by Others 316
Information Provided by the Client 316
Making Decisions 320
Developing Counseling Programs 326
Establishing a Counseling Program 328
Counseling Program for Losing 100 Pounds in 50 Weeks 331
Counseling Program for Learning and Applying Deep Muscle Relaxation in 8 Weeks 332
Counseling Program to Implement Exercise Program of Walking Briskly for 30 Minutes Within 15 Weeks 333
Counseling Program to Procure a Job Within 3 Weeks of Graduating from Secretarial School 333
Summary 334
References 335

PART FOUR: COUNSELING RESEARCH, ISSUES, AND TRENDS

Chapter Ten: Research in Counseling

Chapter Organizer 340
Aim of the Chapter 340
Chapter Preview 340
Relevant Questions 341
Relevant Activities 341
Need for Evaluation 342
"Celebrity Interview"
Traditional Characteristics of Research 347
Applied-Action Research 349

Problems of Counseling Research 350
Observer Bias, The Hawthorne Effect, Memory Fallibility, Trying to Please the Counselor, Sample Bias, Nonresponse, Geographical Variability
Process and Outcome Research 355
Research Abstract 355
Effects of Counselor-Client Cognitive Congruence on Counseling Outcome in Brief Counseling
Research Abstract 356
Client Reaction Time and Counselor Verbal Behavior in an Interview Setting
Descriptive Research in Counseling 357
Research Abstract 357
Client Expectations for Counseling
Research Abstract 359
Counselor Bias and the Female Occupational Role
Research Abstract 361
Identification of Counselee Subroles: An Exploratory Approach
Research Abstract 362
Client Expectations, Counseling Experience, and Satisfaction
Experimental Research 363
Research Abstract 364
Effects of Verbal Interaction Analysis Training with Counseling Practicum Students
Summary 365
References 365

Chapter Eleven: Issues and Trends in Counseling

Chapter Organizer 368
Aim of the Chapter 368
Chapter Preview 368
Relevant Questions 368
Relevant Activities 369
Issues 370
Trends 380
Summary 391
References 392

APPENDICES

Appendix A: Code of Ethics 396
Appendix B: Scales for Assessment of Interpersonal Functioning 398
Appendix C 412
Appendix D 414
Appendix E 422
Acknowledgments 433
Index 437