

## PLENARY SESSIONS

### Self-Supervision as part of Self-Care

**Dr Eng-Kong Tan**

Dr. Eng-Kong Tan is a medical practitioner, consultant psychiatrist and analytic psychotherapist. He is the founder and chair of Metta Clinic, a group practice consisting of psychologists and psychiatrists in Sydney. Amongst his many notable contributions to psychotherapy educational activities in Australia and New Zealand he was Chairman of Training to the Psychoanalytic Psychotherapy Association of Australia (PPAA), and Chairman of the Section of Psychotherapy of the Royal Australian and New Zealand College of Psychiatrist (RANZCP). He was also on the Training Advisory Board of the NSW Institute of Psychoanalytic Psychotherapy (NSWIPP), and Faculty of Training of the Aust. and NZ. Assoc. of Psychotherapists (ANZAP).

Dr. Tan has presented many keynote addresses, seminars and workshops on topics related to individual, marital and group therapies. In his national and state level training roles, he has considerable experience in the supervisory process and in the psychological health and well-being of counsellors and psychotherapists. With more than thirty years of clinical practise, he is also well regarded as a therapist for members of the helping professions and their family members.

#### About this Keynote Address

We know that the personhood of the therapist is a decisive factor in the outcome of therapies. This keynote will address issues of personal therapy, important areas of self-reflections in our professional work and the ongoing development of the mind of the therapist. The speaker will be sharing his reflections on these matters based on his experiences as an analytic psychotherapist on training faculties teaching and supervising in the capital cities of Australia and New Zealand over the last thirty years. To combat compassion fatigue, recent research indicating ways to cultivate states of positive well-being will be discussed as part of self care for the therapist.

### Online Counselling: Is it a viable alternative to face-to-face or telephone counselling?

**Dr Robert King**

Robert King PhD, FAPS is a Clinical Psychologist and Associate Professor in the School of Medicine at the University of Queensland, where he coordinates a multidisciplinary post graduate psychotherapy program.

During the past 10 years he has been actively engaged with online counselling and psychotherapy both at a professional and research level. He was a member of the APS working party that developed guidelines for provision of psychological services on the internet and is internationally recognised for his research into the effectiveness of online counselling.

#### About this Keynote Address

The internet is of growing importance as a medium for provision of counselling and psychotherapy services. It has the potential to enable access to counselling for people unable

or unwilling to utilise face-to-face or telephone services. However, relatively little is known about the effectiveness of online counselling and some have expressed concerns about the limitations or even risks of a text only environment. In this address, Robert King provides an overview of current research and thinking about online counselling and reports on findings from five years of research he has undertaken with the Kids Help Line online counselling service. Ways of optimising online counselling are discussed.

## **Harnessing Personal Power: Caring for the Professional Self**

### **Dr Michael Carroll**

Michael Carroll PhD is a Fellow of the British Association for Counselling and Psychotherapy, a Chartered Counselling Psychologist and a BACP Senior Registered Practitioner. He is an accredited Executive Coach and an accredited Supervisor of Executive Coaches with APECS (Association for Professional Executive Coaches and Supervisors). Michael is Visiting Industrial Professor in the Graduate School of Education, University of Bristol and the winner of the 2001 British Psychological Society Award for Distinguished Contributions to Professional Psychology.

This keynote address will focus on how practitioners in the helping professions can support their professional selves. It will review issues such as resilience at work, building support systems, using supervision effectively and maintaining “peak performance” through physical, emotional, mental and spiritual energy. Above all it will look at how power is used and abused in supporting ourselves particularly as we find new ways of learning for the needs of the future. The talk will outline a number of strategies and interventions to help practitioners care for themselves in demanding and stressful times.

*Michael Carroll's visit to Australia is organised by PsychOz Publications, and he is conducting workshops on Becoming an Effective Supervisor at various locations in Australia August 13th to September 1st (for brochure go to [www.psychotherapy.com.au/eMichaelCarroll.pdf](http://www.psychotherapy.com.au/eMichaelCarroll.pdf))*

*PACFA is grateful to PsychOz Publications for their help in making it possible for Michael to be a keynote speaker at this year's Conference.*

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## ABSTRACTS AND BIOGRAPHIES

### **(1) Paper: Crisis in school communities and care for the counsellors' wellbeing**

*Margaret Donnelly*

FRIDAY 24<sup>th</sup> AUGUST

11.15-12.15

Although schools are places for academic learning, they are not immune to traumatic incidents, the impact of local emergencies and distressing world events. School counsellors as the key health professional in the school community are often the first ports of call for support for those distressed, grieving or significantly affected by such events. Sad and traumatic events that occur in schools impact significantly on all members of the school community – including the counsellor.

This presentation will consider a qualitative research study exploring the phenomenon of the social and emotional well-being of school counsellors through the lens of critical incidents in schools. Although the impact of critical incidents in school communities on principals and teachers has been researched, there is little research available on the impact of these events on counsellors working in school communities.

Findings from the study indicated the counsellors experienced a hidden sadness or disenfranchised grief and developed strong inner resilience as a result of traumatic and sad events in their school communities. Many participants in the study experienced healing through the research process itself. The importance of ongoing clinical supervision, peer support and social networks were highlighted by the counsellors to maintaining balance in their working life. The research findings have implications for the professional preparation of counsellors working in schools as well as for their personal wellbeing.

### **BIOGRAPHY**

Registered Psychologist, NSW Psychologist Registration Board. Member Australian Psychological Society (APS); APS College of Counselling; APS College of Educational and Developmental Psychologists; APS Division of Independently Practicing Psychologists (DIPPS); APS Child, Adolescent and Family Interest Group; NSW Family Therapy Association; Australian Guidance and Counselling Association (AGCA); Australasian Society for Traumatic Stress Studies (ASTSS); Critical Incident Stress Management Foundation of Australia (CISMFA); National Association of Loss and Grief (NALAG). Conference presentations: AGCA National Conference, 2003 (Sydney) – Grief and School Communities (A/Prof. Louise Rowling and Margaret Donnelly); AGCA National Conference, 2005 (Adelaide) - New understandings about grief and school communities (A/Prof. Louise Rowling and Margaret Donnelly); CRUSE - 7th International Conference on Grief and Bereavement in Contemporary Society 12 -15 July 2005 - Impact of critical incidents on counsellors in school communities (Margaret Donnelly). Publications: Donnelly, M. & Rowling, L. (2007) - The impact of critical incidents on school counsellors – Report of a qualitative study *Bereavement Care* 26 (1) 11-14.

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### **(2) Paper: The creating therapist in clinical practice - An Emergence model for an alternative ontological commitment**

*Cheryl Gibson-Dyer*

FRIDAY 24<sup>th</sup> AUGUST

11.15-12.15

In the traditional narrative about ourselves we are required to earn a place of importance in life, usually through our profession. This paper proposes an alternative image of the person as having both the impulse and the capacity to create in an everyday way. Through this lens, we arrive in a meaningful universe with an inherent capacity to create, and therefore have significance simply because we showed up. Recognising and understanding more about a

creating tendency, and the meanings which may inhere in creating experiences, could have implications for our understanding of the therapist in clinical practice – an arena highly conducive to creating moments, particularly for senior and master therapists/counsellors. Further, creating ideas could contribute to how we understand ‘nurturing’ for the therapist, and could also contribute to counselling and psychotherapy training, supervision and professional development activities.

## **BIOGRAPHY**

GradDip Couns & HS; PostgradDip Health Research Methodology; Candidate, Doctor of Clinical Science, LaTrobe University. Teaching areas: Lecturer – Professional & Ethical Considerations in Counselling; Lecturer – Rehabilitation Counselling; Tutor - Counselling Cell Work; Facilitator - Advanced Counselling Theory and Practice; Group Process; Reflective Practice (Supervision); Industry Liaison – Placement/Fieldwork. Publications: A Return to Meaning: Protective factors for mental health workers (Gibson, 2001); Thesis for Postgraduate Diploma in Health Research Methodology, LaTrobe University.

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### **(3) Paper: Personal Construct Peer Supervision**

*Dr. Deborah Truneckova (Presenter)*

Authors: Dr. Deborah Truneckova (Psychologist NSW Department of School Education), Professor Linda L. Viney (Professor of Psychology, University of Wollongong), Hilary Maitland (Clinical Psychologist, NSW Health), Bronwyn Seaborn (Psychologist).

FRIDAY 24<sup>th</sup> AUGUST  
11.15-12.15

As regular supervision has been reported as an important element of care for psychotherapists, various models of supervision have been developed, along with different methods of delivery. Peer group supervision is an approach which is gaining a lot of interest from practitioners. When researchers asked psychotherapists what they felt about peer group supervision, they reported that such supervision provided professional and personal care, by reducing their sense of isolation and loneliness. In these groups, the psychotherapists reported that they experienced group acceptance and belonging, and the opportunity of feedback and learning from peers. The psychotherapists also felt they were able to help each other, and reported experiencing reassurance, while hearing the struggles of each other. We will be preparing to report on a peer supervisory group, using a personal construct model of supervision developed for peer supervisory groups. The reflexive relationship among group members is pivotal in personal construct supervision, and the primary energy of this peer supervisory group is focused on facilitating and developing relationships of mutual understandings among members. The aims, objectives and processes along with the instruments used by the members to evaluate the working alliance in this peer supervisory group will be presented. The clinical implications of personal construct peer group supervision to care for group members professionally and personally, will be discussed, along with how best this clinical instrument can be ‘fine-tuned’ for future research.

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### **(4) Paper: Compassion Fatigue And The Transmission Of Trauma**

*Else Gingold*

FRIDAY 24<sup>th</sup> AUGUST  
11.15-12.15

The paper looks at ways of protecting the emotional and physical health of the therapist through self care and supervision that takes into account the transmission of trauma from patient to therapist and secondary traumatisation. Like the patients with whom they work, therapists are at risk of acting out aspects of the transmitted trauma or of re-traumatising the patient. This can lead to the therapist becoming emotionally disturbed and in some instances severely ill. The patient needs a therapist who can show compassion without

becoming overidentified with him/her .The therapist needs a supervisor who can pick up on the (usually unconscious) processes of transmission, overidentification or secondary trauma.

Trauma breaks boundaries and the therapist may find it hard to maintain professional boundaries. It is important that a parallel process does not occur in supervision and that therapist and supervisor find a way of identifying these processes, their impact on the therapist and significance for working with the patient, without the supervision boundary being broken. In this context issues facing the supervisor will also be looked at.

This model for supervision is based mainly on work with Holocaust Survivors and their families and with war veterans.

### **BIOGRAPHY**

Member of College of Clinical Psychologists of the Australian Psychological Society;  
Associate Member of Australian Association of Group Psychotherapy. Previous presentations: Compassion Fatigue and How To Avoid it, presented at the APS Victorian State Conference The Power of Compassion, 6-7 May 2005

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### **(5) Paper: Don't ask me how I cope, but don't tell them how I do – Humorous reflections of a Palliative Care/Bereavement Counsellor**

**Mark Gibney**

FRIDAY 24<sup>th</sup> AUGUST  
11.15-12.15

This presentation is a light hearted anecdotal insight into how I cope in my role as a Palliative Care/Bereavement Counsellor.

In my professional role I am challenged daily by my client's emotional profiles, as they confront their naked desperation of human frailty and loss. The often inconvenient visitor of death and dying enters their peaceful lives.

The role as Counsellor listening to their shattered lives is not an easy task. I recognise that my true professional self is what animates me to take myself lightly and my work seriously. The value of humour in my life is a powerful and effective antidote to my work stress, it procures a dynamic shift from emotional fatigue of "Grim and Bear it" to a coping strategy of "Grim and Share it" with my professional colleagues.

The central theme to this presentation is to promote and reflect the value and beliefs that suggest when laughter is humble, when it is not based on self esteem, it is wiser than tears.

### **BIOGRAPHY**

Mr Mark Gibney is a Counsellor/Psychotherapist in Palliative Care and Bereavement Counselling working for the North Coast Area Health Service in the Tweed/Byron Network, based at Murwillumbah Community Health. Mark has a background in Psychology, Psychiatry, Psychotherapy and Research and in addition he has a varied counselling history in Adult and Paediatric Palliative Care.

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### **(6) Workshop: Psychodrama: Therapy for the therapist**

**Kate Hill**

FRIDAY 24<sup>th</sup> AUGUST  
1.15 – 3.15

Psychodrama is a therapeutic action method which explores real-life situations using dramatic enactment and analysis of the system of roles presented to generate effective new

behaviours. The best way to understand the power of psychodrama is to experience it. Participants will have the opportunity to participate in a psychodrama group specifically for the care of counsellors. There will be opportunities to explore issues arising from the group using the psychodramatic method. The purpose of this experiential session is to give counsellors the opportunity to explore and resolve issues that may arise in their work as a therapist i.e. "therapy for the therapist".

### **BIOGRAPHY**

Kate is a registered psychologist, MAPS (member of Australian Psychological Society), TEP (trainer, educator, practitioner of psychodrama), Member of ANZPA, ANZPA delegate to PACFA and current Director of Training, Psychodrama NSW (ANZPA accredited training institute). Publications: Australian and New Zealand Psychodrama Association Journal (ANZPA) 2006; Principles of Training January 2004; Principles of Supervision January 2004; The Social and Cultural Atom, a tool for mapping changes in your life December, 1999.

### **(7) Workshop: Creating Sacred Space Within The Profanity (busyness) Of Life**

**Peter Bean**

FRIDAY 24<sup>th</sup> AUGUST

1.15 – 3.15

This workshop will explore the concepts of Sacred Space and Profane Space, (first developed by Eckhart Tolle, and further refined by Richard Rohr), encouraging and inviting practitioners to seek and share their own sacred spaces. It will also look at the temptations we face in modern society to deny ourselves these opportunities, and consider ways of overcoming these. Time permitting we will also explore various kinds of stopping, and Skovholt's thoughts on maintaining the professional and personal self.

The second part of the workshop will be experiential, making use of music, drawing and visuals to enable a brief experience of sacred space within this conference time.

### **BIOGRAPHY**

Oaklands Counselling – Counsellor, Supervisor, Educator; UniSA – tutor. Member PACFA; CCAA (Clin); SCAPE (National committee). Presentations: Keynote speaker at CCAA National Conference, 2003, "Wholeness, Holiness or Full of Holes"; various poems relating to the topic.

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### **(8) Workshop: Self Care at Work – Self management in the contemporary work place**

**Jennifer Hume**

FRIDAY 24<sup>th</sup> AUGUST

1.15 – 3.15

The structure of work is changing in Australian society as the new work order takes hold. Work/life patterns have become fragmented, career paths have become less clear, full time long term positions are harder to find and workers are valued less for their experience than for the promise they may show.

As counsellors and psychotherapists, how do we take care of ourselves when these structural changes impinge on our work in ways that mirror the isolation of clients experiencing a lack of job stability, an unsupportive work community and loss of a guaranteed income?

Counselling and psychotherapy are based on the premise of usefulness – working together to benefit the client using the therapist's skills to bring about a satisfactory outcome. How do we care for ourselves in situations where the therapeutic hour becomes commoditised; where the intimate value of the therapeutic relationship counts for less than the quantifiable outcome of the session? How do we care for ourselves when our way of working is

undervalued; when it seems less than adequate; when it seems we have failed to help; or when we feel useless and unskilled?

It is vital to maintain resilience, develop sustainable practices and keep pace as the world of work changes. Key questions to ask and answer are: what is the meaning of work? What are the benefits? What are the costs? What needs to change? What can be changed and what is structurally given? What is self care in this environment?

### **BIOGRAPHY**

Jennifer is a Counsellor/Consultant in private practice, Lecturer at the University of Canberra: Graduate Certificate in Professional Supervision, Member Institute of Group Leaders, NSW and member of Counselling and Psychotherapy Association of Canberra and Region [CAPACAR] – Life member.

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### **(9) Workshop: Lighten the Load: A Workshop for Therapists Who Have Experienced a Client Suicide (max 20 participants)**

**Ann McDonald**

FRIDAY 24<sup>th</sup> AUGUST

1.15 – 4.45

Suicide of a client is something all of us hope will never happen; however for some of us it does. It is a traumatic event for a therapist. It requires us to come to terms with our emotional responses, our relationship with our client/s, our clinical practice and how the wider community may respond to us.

Through the use of dialogue and active methods participants will have the opportunity to explore aspects of client suicide and also to focus on what may assist them in their self-care process.

### **BIOGRAPHY**

Ann McDonald is a Senior Lecturer in the Bachelor of Counselling programme at Wellington Institute of Technology (NZ). She has worked in mental health settings and as a counsellor at a university. Ann had the experience of a client suicide and also worked in a team that was affected by a high number of client suicides. Ann believes there is the need for visibility with the issue of client suicide and the need for therapists to dialogue and to assist each other.

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### **(10) Symposium: Trust, ethics and relationship**

**Chair: Prof Margot Schofield**, Member of GANZ and SCAPE, Director of Research in PACFA

**Presenters: Sophie Holmes**, Member of VAFT, Chair of PACFA Ethics Committee; and **Rae Walker**, Associate Professor in School of Public Health, La Trobe University

FRIDAY 24<sup>th</sup> AUGUST

1.15 – 3.15

This symposium provides a multi-disciplinary perspective on the ethic of trust in relationships. The first presentation by Associate Professor Rae Walker, a sociologist, examines the issue of trust between service providers and its role in collaborative work relationships. The second paper examines the issue of trust between client and therapist and the link between breaches of trust and complaints against practitioners. A more finely tuned understanding of the dynamics of trust can assist therapists to better manage their relationships and protect against breaches of trust with clients, as well as manage the process of the complaint. The symposium will pose some scenarios involving community, collegial and professional relationships and engage participants in an exploration of the trust dimensions.

**Symposium Paper 1 : Issues of trust between service providers**

## Rae Walker

Trust is a key quality of effective relationships between service providers seeking to work in cooperative ways. Trust in the context of service provision, needs to be viewed as a quality of interpersonal relations as well as an aspect of the institutional structure of organisations. In the organisational literature on trust the concept of Smart Trust is important. Smart trust is when people demonstrate a readiness to trust accompanied by a careful analysis of the relevant relationships and institutions, before bestowing trust on another person or organisation. The criteria appropriate for assessing people we are acquainted with, and for assessing people in institutions with whom we are not acquainted are different. This paper will explore the concept of Smart Trust and the criteria for assessing people and institutions for trustworthiness.

### Selected Publications

- Adam, J, and Walker, R. (2001) 'Trust in relationships between primary health care organizations'. Australian Journal of Primary Health Interchange. 7 (1):56-60.
- Walker, R. (2001) 'Trust between primary health care organizations'. Health Promotion Journal of Australia. 11(1):43-47.
- Walker, R. (2003) 'Trust and action for sustainability'. Environmental Health. 3(2):78-84.
- Walker, R. (2003) 'Can I trust thee? Self-management, trust and evaluation in chronic disease'. Australian Journal of Primary Health. 9(2&3):34-40.
- Walker, R., Bisset. P. and Adam, J. (2007) 'Managing risk: Risk, trust and control in a Primary Care Partnership'. Social Science and Medicine. 64:911-923.

### Symposium Paper 2: Values, ethics and dealing with complaints: Balancing care for the counsellor and care for the complainant

Prof. Margot Schofield and Sophie Holmes

This presentation reviews justice and care models of moral reasoning and their application to the ethics of professional practice and the handling of complaints against practitioners. The justice and care models are reviewed using core values, principles and ethics of the counselling and psychotherapy profession and findings from key studies of complaints against health practitioners. The presentation then outlines some common and unique features of complaints received against PACFA registered counsellors and psychotherapists and discusses lessons learned from handling these complaints. In particular, we highlight the ethic of trust as a foundation of the therapeutic relationship and look at ways that trust can be broken, lost or diminished. From this analysis, we share some thoughts about how counsellors and psychotherapists can reduce their risk of having complaints made against them, and once a complaint is made, how they can respond to a complaint process to minimise further harm to themselves and the complainant. The implications of future complaints handling processes and the professional education of therapists are discussed.

### Symposium Presentation 3: Trust scenarios: Workshopping trust and care ethics

The symposium will pose some scenarios involving community, collegial and professional relationships and engage participants in an exploration of the trust dimensions. These will be explored in terms of building trust within and between.

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## (11) Paper: The Need to Care

Jim Crawley

FRIDAY 24<sup>th</sup> AUGUST

3.45 – 4.45



Most clinicians are familiar with the patient who needs to care for others, to put the other's interests first, even though such caring is at the expense of the patient's own interests. Members of the 'caring professions', including counsellors and psychotherapists, are not immune from such personality traits! Selflessness can be laudable when the person has the insight necessary for reflection on the alternatives they face, so that they do indeed make a reflected-upon choice. For some, however, there is no choice – selfless behaviour is automatic, even compulsive, and can be extreme. Such selflessness is often rationalised by appeal to religious, social, or corporate values, but can have serious consequences for the person's emotional well-being and relationships. This paper will examine a number of theoretical issues related to this pattern of caretaking, drawing on a recent book by Barbanell (*Removing the Mask of Kindness: diagnosis and treatment of the caretaker personality disorder*; Aronson, 2006) and on other resources in object relations and self psychology theory. Implications for treatment will be discussed, illustrated with clinical material.

### **BIOGRAPHY**

Jim Crawley is a psychoanalytic psychotherapist in private practice in Perth, with a particular interest in couple therapy. He is a member of the Association for Psychodynamic Psychotherapy of WA (APPWA), and is a member of the Board of PACFA as Immediate Past President. He is co-author with Jan Grant of *Transference and Projection: Mirrors to the Self* (Open University Press, 2002) and *Couple Therapy: the Self in the Relationship* (Palgrave, in press), and co-editor with Elisabeth Shaw of *Couple Therapy in Australia: Issues Emerging from Practice* (PsychOz Publications, in press).

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### **(12) Paper: Carer, Catalyst And Cauldron: PACFA as political entity**

**Tim Johnson-Newell**

FRIDAY 24<sup>th</sup> AUGUST

3.45 – 4.45

Politics and psychotherapy may seem ill suited bedfellows in a paper but with the advent of PACFA Counselling and Psychotherapy became much more cohesively a profession which also then gained a political voice. At the same time it provides a skin and container for the individual associations as well as the individual practitioners. Perhaps it could be said that a situation that Machiavelli would be familiar with, a collection of princely states, became a Federation. This skin / container enables other means of creativity than those of an amoeba. If splitting is reduced then to maintain the Federation politics and leadership are required. Two similarly named associations illustrate the pleasures and pains of splitting and joining. At the same time politicians are increasingly 'coming out' as depressed. Lincoln, famously melancholic, managed to abolish slavery and hold the Union together. The professions seem to share many goals. Looking at our profession through a political lens, it also becomes clear that some of the tendencies are shared, conservatism versus fundamentalism. As well, intercourse / relationship with the rest of society, made possible by a skin, also means the need for marriage vows / regulation. It is within that knotty arena that fundamental issues must be addressed, are we craft or science, and what might the cost be for the validation of Government recognition in the form of tax breaks and rebates.

A very similar paper was presented on 20<sup>th</sup> May 2007 at the annual conference of the Australian Association of Somatic Psychotherapists.

### **BIOGRAPHY**

Psychotherapist in Private Practice, Trainer; Australian Association of Somatic Psychotherapists. Vice-President PACFA.

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### **(13) Paper: Risk Minimization Strategies in Multicultural Interactions**

Anasuya Jegathevi Jegathesan

FRIDAY 24<sup>th</sup> AUGUST

3.45 – 4.45

Australia today, has a rich multicultural and multilingual heritage. Individuals who originated from all parts of the world, including Asia, Europe and Africa and proud to call themselves Australians. With this rich cultural diversity, there is an increased need for understanding and acceptance across cultures. Counsellors and health care workers may increasingly find themselves in unique situations, be it as individuals or in groups, where culture and linguistic backgrounds may be a potential font of interest and unfortunately conflict. Counsellor awareness is a key factor to minimise risk in multicultural interactions, factors such as the counsellors own culture, language background, personal beliefs and past interactions all impact on intercultural interactions. The focus of the presentation is on the strategies that counsellors may apply to ensure that they minimise risk and are in control of multicultural and multilingual interactions. To facilitate this, the presentation looks at the areas where problems in multicultural and multi-linguistic areas may arise and the practical strategies that may be applied to overcome such situations. Ultimately the purpose of this presentation is to ensure that participants are able to strategically manage their self care and care for their clients in multicultural situations, in group sessions and in supervision.

#### **BIOGRAPHY**

Doctor of Counselling Candidate, University of South Australia.

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#### **(14) Paper: Management Responsibility & Counsellor Wellbeing: What Works & What Doesn't - A Model For Best Practice**

**Marilyn Wadick & Philip Wadick**

FRIDAY 24<sup>th</sup> AUGUST

3.45 – 4.45

The paper presents the results of a research study designed to further a dialogue about how best to nurture the wellbeing and prevent the burnout of counsellors. Approximately 40 counsellors of all types responded to a survey designed to elicit an understanding of the relative importance they placed on self care, how it was managed at their workplace, its effectiveness, and ways to improve it. The aim was to recommend better targeted intervention programs. Primary themes to emerge were: the lack of recognition of counsellor well being and self care as an occupational health and safety issue, the difficulty in measuring the effect of self care activities, the counsellor as 'tool', the lack of openness to emotional care as being part of the workplace, the impacts of work stress on the home life, the language used to describe the effects of job stress (e.g. 'can't cope' which has the subtle {or not so subtle} connotation of *YOU can't cope*, etc), burnout, counter transference, the importance of structural organisational factors in protecting the counsellor coupled with management recognition and support (i.e. the employer must initiate self care activities because the counsellor is often too overloaded/depressed/disempowered to ask and/or insist), counsellor control of work flow, effective supervision, and the supervisor-supervisee relationship. It was interesting to note that almost all self care activities were initiated by the counsellors themselves, and almost none were initiated by the employer.

Recommendations are made that may help reduce the exposure of counsellors to job stress and/or minimise the risk they face as a result of that exposure. It offers both employers and counsellors ideas to help manage their particular forms of job stress.

#### **BIOGRAPHIES**

##### **Marilyn Wadick**

Marilyn Wadick works as a transpersonal and emotional release counsellor, child and family therapist, relationship and sexual health counsellor, group facilitator and supervisor on the mid-north coast. She has a particular interest in the emotional/psychological wellbeing of

counsellors. She is also highly experienced at facilitating groups and designing training programs. Presented paper titled *The Process of Rebuilding when a relationship ends*, at the Mid North Coast Men's Health Conference, Crescent Head, August 20-22, 2003. Presented paper titled *Models of Couples Counselling*, at the 2004 National Conference of Emotional Release Counsellors, Yamba, NSW, May 10-14, 2004. Marilyn has designed and presented many courses to groups, large and small. E.g. self esteem, rebuilding when your relationship ends, inner child, communicating and relating, setting healthy boundaries. Marilyn is a full practising member of and nominated supervisor within the Transpersonal and Emotional Release Counsellors Association (ATERC), a trained and experienced supervisor of group leaders and relationship educators.

### **Phil Wadick**

Phil Wadick works as an OHS trainer and consultant. He specialises in making OHS training interesting, relevant and engaging. He is in the early stages of studying for a PhD. He has a particular interest in improving both the awareness of job stress and how to manage stress related hazards. Phil has presented peer reviewed papers discussing aspects of his research findings at three (3) conferences. These papers were published in the conference proceedings: RWL 4, University of Technology, Sydney: 4<sup>th</sup> International Conference on Researching Work and Learning, 11-14 December 2005. Paper titled *Risk perception and learning safety in the construction industry*. PCET 13, Crowne Plaza Surfers Paradise, Gold Coast: 13 Annual International Conference on Post-Compulsory Education and Training, 5-7 December 2005. Paper titled: *Challenges for OHS implementation in Building and Construction*. AVETRA 2006, University of Wollongong: 9<sup>th</sup> Annual Conference, Global Vet: Challenges at the Global, National and Local levels, 19-21 April 2006. Paper titled: *Learning safety: What next? The case for a learning circle approach*. Phil has had a wealth of training experience, conducting WorkCover accredited courses and designing and delivering non accredited courses to a wide variety of clients/audiences. Phil has had an article recently published in the peer reviewed *Journal of Occupational Health and Safety Australia and New Zealand*. Phil also has three papers published on the CFMEU website.

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### **(15) Paper: Supervision: Helpful, Unhelpful, and Influential Processes of Change Assoc Prof Jan Grant & Prof Margot Schofield**

SATURDAY 25<sup>th</sup> AUGUST  
11.30 – 12.30

Clinical supervision is one of the major processes in supporting therapists and providing care for the counsellor. It is also used, however as a process of accountability and induction of new counsellors into the profession. . This paper explores how supervisors and supervisees experience supervision. It presents selected data from a qualitative project based on intensive interviews and reviews of videotaped supervision sessions with 6 supervisor-supervisee dyads. The supervisors were all senior members of the profession with considerable expertise in supervision. Interviews were first conducted with supervisors on their theory of supervision and application of that theory in practice. Then a video of a supervision session was reviewed with the supervisor and then independently with the supervisee. Using the Interpersonal Recall Method, supervisors and supervisees explored their reflections on the session. The paper presents data from three parts of the study: 1) the elements that were considered most helpful, unhelpful, and were most influential on practice 2) the relationship between the supervisor's theory of supervision and their actual practice 3) the processes that led to change in supervisee understanding, intended practice, and impact on client.

### **Publications/Presentations Related to Topic**

Grant, J. & Schofield, M. (2007). Career-long supervision: Patterns and perspectives. *Counselling and Psychotherapy Research*, 7, 1-9.

Grant, J., Crawley, J., & McKenzie, G. (2002) Should We Train the Person of the Therapist? Dilemmas in Linking the Personal and Professional, Society of Counselling and Psychotherapy Educators Conference, Melbourne.

Grant, J. & Schofield, M.J. (2004). Psychotherapy supervision after training: Myth or reality? Paper presented at the British Association of Counselling and Psychotherapy (BACP) 10<sup>th</sup> Annual Research Conference, The World of Counselling Research, London, 21-22 May, 2004.

Grant, J., (2006). Training counselors to work with complex clients: Enhancing emotional responsiveness through experiential methods. *Counselor Education and Supervision*, 45, 218-230.

Schofield MJ. (2005). Clinical supervision: What do we know about reflective practitioner learning processes? Proceedings of the Australian Counselling and Supervision Conference, Brisbane, February 2005.

Schofield MJ. (2005). Experiences of difficult professional issues: Implications for training, supervision and work setting. Proceedings of the Fourth Society for Counselling and Psychotherapy Educators Conference, Gold Coast, April 2005

Schofield, M.J. & Hudson, E. Expertise in counselling supervision. Paper presented at the British Association of Counselling and Psychotherapy (BACP) 10<sup>th</sup> Annual Research Conference, The World of Counselling Research, London, 21-22 May, 2004.

## BIOGRAPHIES

A/Prof. Jan Grant – Curtin University of Technology, School of Psychology, Coordinator of the Counselling Psychology Masters/PhD programmes. Private practice. Member SCAPE.

Professor Margot Schofield – La Trobe University, Professor of Counselling and Psychotherapy and PACFA, Director of Research. Member SCAPE, GANZ.

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## (16) Workshop: Designing a personalised, comprehensive self-care programme

**Vivian Baruch**

SATURDAY 25<sup>th</sup> AUGUST

11.30 – 3.30

Vivian Baruch has been practicing as a counsellor and psychotherapist since 1981. Her workshop guides therapists through a method of devising a comprehensive self-care programme, by attending to our physical, emotional, mental and spiritual aspects and how these are expressed via our unique selves, in our culture, our communities, and in nature. In 2004 Vivian attended the Integral Psychotherapy training intensive in Colorado, hosted by Ken Wilber, and in 2006 returned for the Integral Life Practice 2 intensive. Her workshop applies Wilber's (2006) AQAL map to create a personalised, flexible programme aimed at preventing the negative impacts of our work. Using information presentation, group process and experiential exercises, participants learn how to develop and then maintain a balanced self-care programme which is customisable to our particular abilities and personality type. Drawing on research conducted on therapists who thrive despite many years of working with distressed clients, Vivian shows how attending to our self-care increases well-being, reduces shadow aspects, helps develop ethical sensitivity and generally contributes to an appropriate sense of responsibility. Within a unified framework, this modular approach is a highly flexible system for working on our whole being.

Conceptualising our "self" as the primary instrument used in our work, Vivian argues that it's not so much *what* we know, but how we *are* in our being that is of vital importance.

A well-functioning self positively impacts the therapeutic relationship with our clients, optimising the results of our work. Unless the self of the therapist is in good condition, our work, our clients, our life, and our relationships suffer.

## BIOGRAPHY

Counsellor, Psychotherapist and Life Coach, in private practice Newtown, Sydney, NSW.

Educator (Developmental Psychology and Conflict Management) at Australian College of Applied Psychology  
Co-convenor and co-facilitator of the Integral Life Practice monthly group at Sydney Integral: [www.sydneyintegral.org](http://www.sydneyintegral.org)

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### **(17) Paper: Sustaining the Psychotherapist**

**Paul McEvoy**

SATURDAY 25<sup>th</sup> AUGUST

11.30 – 12.30

The work of a psychotherapist involves the voluntary, prolonged immersion in other peoples' experiences of deprivation and trauma, and their often overwhelming feelings of distress, shame, fear, rage, guilt and disgust. It is inconceivable that such immersion in the suffering and struggles of others would not impact on the intellectual, emotional and social world of the psychotherapist. Practitioners are familiar with the day-to-day experience of physical states, thoughts, feelings and relationships being transiently impinged on by both the conscious and unconscious contents of their patients' lives. Might there also be a longer-term, residual impact on the functioning of the psychotherapist? Psychotherapy has been conceptualised in terms of Bion's "container-contained" model, wherein an infant (or patient) projectively disavows intolerable affects and internal states, which are "contained", detoxified and metabolised by the mother (or therapist) prior to being re-internalised by the infant (patient). Despite our best efforts, this process often occurs wholly or partially out of awareness. This paper considers how effectively we, as psychotherapists, process and return this material, and what we might be left unconsciously "holding". Secondly it explores the extent to which such unconsciously contained "psychic content" may impact on the long-term emotional, intellectual, social and even physical wellbeing of the psychotherapist. Along the way, it considers some of the preventative measures which we might employ to minimise the risk, and our sophisticated rationalisations for not doing so.

#### **BIOGRAPHY**

Association for Psychodynamic Psychotherapy of Western Australia (President); Psychoanalytic Psychotherapy Association of Australasia (Councillor); Australian Psychological Society (Member); College of Clinical psychologists (Member); Registered Clinical Psychologist (Psychologists Board of WA). Paul is currently a Psychotherapist, Clinical Psychologist, in private practice and Member of Psychoanalytic Psychotherapy Association of Australasia. Related presentations: (1) "Burnout Among Clinical Psychologists" paper presented to College of Clinical Psychologists November 1997; (2) "Thriving and Surviving: Sustaining Therapist Well-Being in Practice" paper presented to College of Clinical Psychologists November 2004.

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### **(18) Workshop: Transcending Vicarious Trauma**

**Elizabeth Brnjak**, Clinical Social Worker, MAASW

**Andrew Chia**, Senior Clinician, APS; Member GANZ

SATURDAY 25<sup>th</sup> AUGUST

11.30 – 3.30

This paper looks at the experience of Vicarious Trauma in the mental health profession. Previous research indicates that signs of Vicarious Trauma correlate positively with trauma work and individual clinician factors. A survey of CAMHS staff revealed consistent phenomena of Vicarious Trauma. This led to the development of the Transcending Vicarious Trauma Workshop, designed to increase awareness and assist staff to develop coping strategies on an individual and professional level. In addition, the workshop aimed to enhance participants' role as counsellors, as well as highlight a need for organisational strategies and change.

The workshop covers a definition of Vicarious Trauma and how it differs from burnout, secondary stress and compassion fatigue. Empirical data is presented on the occurrence of Vicarious Trauma in allied health settings. Signs of Vicarious Trauma are broken into five areas of experience as identified by Pearlman (physical, emotional, psychological, spiritual, workplace/professional). Participants are encouraged to look at their experiences of Vicarious Trauma through the use of experiential exercises and group support. The exercises aim to facilitate increasing awareness that is achieved by focussing on a hypothetical situation and moving to a more personal situation. This is followed by an introduction to Mindfulness and relaxation strategies, which aim to increase personal empowerment as well as the opportunity for organisational change in recognising their role in caring for staff.

### **Publications**

IACAPAP – Poster presentation titled 'Vicarious Trauma within Child and Adolescent Mental Health Services'; Austin Research Week - Poster presentation titled 'Transcending Vicarious Trauma – report and reflections of a departmental initiative'.

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## **(19) Workshop: Energetic Management and Awareness for Therapists**

**Catherine Sinclair**

SATURDAY 25<sup>th</sup> AUGUST

11.30 – 3.30

Working intensely with clients or working with clients who are particularly disturbed can at times leave therapists feeling drained. Over time this 'drainage' may result in accumulated fatigue, therapist burnout, loss of joy and longer-term negative health effects.

This interactive and practical workshop aims at enhancing therapists' own mindfulness and self-care practices. It will address such questions as: What occurs in the client/therapist relationship on subconscious energetic and emotional levels? How is it possible to enhance awareness of subtle energy exchanges? Why are some client interactions more draining than others? How is it possible to catch 'negative' energies from clients?

Through the use of meditation and grounding techniques, participants will learn simple and effective methods for increasing awareness, maintaining vitality, reducing fatigue and for energetic protection.

Techniques presented are:

A meditation based on activating the 'body of energy' (the 'chi' of Traditional Chinese Medicine).

Techniques for increasing awareness and sealing and protecting the body of energy (working with the 'hara' of martial arts).

The techniques taught in this workshop are part of the Inner Space Techniques (IST) based on the inner space of meditation. Developed by Dr Samuel Sagan and other therapists since 1987, these methods are used by IST therapists around the world.

### **BIOGRAPHY**

Catherine Sinclair is a registered psychologist and IST (Inner Space Technique) therapist with a private practice in Canberra, Australia. Her client work includes body-orientated work and an integration of the psychological, energetic and spiritual. She leads retreats and courses for the Clairvision School of Meditation founded by Dr Samuel Sagan, and is involved in developing programmes for and educating IST practitioners.

[www.catherinesinclair.com](http://www.catherinesinclair.com)

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## **(20) Workshop: Process-Experiential Emotion-Focussed Therapy: What is it? How does it work?**

(max 20 participants)

**Melissa Harte**

SATURDAY 25<sup>th</sup> AUGUST

1.30 – 3.30

Process-Experiential Emotion-Focused Therapy (PEEFT) is described in the text by Elliott, Watson, Goldman, and Greenberg, (2004). Learning emotion focused therapy: The process experiential approach to change. PEEFT offers efficient techniques to assist clients to deal with emotional experience in the present moment. PEEFT is an integrative approach, incorporating the ideas and procedures from experiential perspectives, cognitive science and emotion theory by bringing them up to date with contemporary psychological research. PEEFT systematically but flexibly helps clients become aware and make productive use of their emotions. Therapists aim to help clients develop their emotional intelligence so that they can deal with their problems and live in better harmony with themselves and others. Essentially, emotions are adaptive but have become problematic or maladaptive because of past traumas that people have been taught to ignore or dismiss. Therapist facilitation is directive but in tune with the client. The goal is to stimulate new awareness, experience and meaning construction and in these ways to promote insight or modify cognitions. Facilitative techniques include; empathic exploration, evocative unfolding, exploration of unclear feelings, two-chair and empty-chair work.

This workshop will not only be informative but experiential. For example, participants will explore the concept of felt-sense or empathic attunement and the complex internal processes of tracking where the therapist enters the client's internal frame of reference. Such attunement conveys to the client a sense of being really heard and of being non-judgmentally valued as a person. This enables the therapist to more accurately determine the facilitative intervention required. Other facilitative techniques will also be explored.

### **BIOGRAPHY**

[B. App. Sci. (Med. Lab. Sci.), Grad. Dip. (Psych), B. Sci. (Hons) Psych]. Currently undertaking Doctor of Counselling Psychology (RTS) at La Trobe University. Affiliations: Victorian Psychology Registration Board (Registered as a probationary psychologist), Associate member of the Australian Psychology Society, Victorian Association of Holistic and Transpersonal Counsellors (VAHTC), Member of Advocates of Survivors of Child Abuse (ASCA).

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## **(21) Paper: Mindfulness Practice: Beyond the hype**

**Dr Naomi Crafti**

SATURDAY 25<sup>th</sup> AUGUST

11.30 – 12.30

Mindfulness has been defined as "Paying attention in a particular way: on purpose, in the present moment, and non-judgementally" (Kabat-Zinn). In the past 5 years there has been an 'explosion' in the counselling and psychotherapy field around the use of mindfulness techniques in counselling, the efficacy of such techniques and the enhancement of such techniques on both therapist and client wellbeing. This is not the first time that we have witnessed the emergence of a 'trend' in counselling and psychotherapy, only to find that the reality does not necessarily live up to the hype. In this paper I would like to review the literature and evidence around Mindfulness practice in psychotherapy, discuss my personal journey and experiences with Mindfulness concepts and practices and try to make sense of it all to the practitioner who might want to use Mindfulness in either their personal lives or in

clinical practice. I will demonstrate how we use Mindfulness techniques in the Swinburne Psychology Clinic, how we train students in the use of these techniques, the research I and others have conducted in the area and show how Mindfulness has 'impacted' the lives of all of us.

## **BIOGRAPHY**

Psychology Lecturer, Swinburne University of Technology; Convenor, Graduate Diploma of Social Science (Human Services – Counselling); Member Australian Psychological Society

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### **(22) Paper: Sex, Secrets and Civilization: sexuality, relatedness and responsibility in a psychotherapeutic key**

**Dr Anthony Korner**

SATURDAY 25<sup>th</sup> AUGUST

2.30 – 3.30

In sexual experience people encounter a sense of personal being beyond the socialized forms of public living. In therapy there will often be a struggle to express the vicissitudes of this level of experience. When confronted with sexuality or desire, both therapist and patient are likely to feel they are on delicate or dangerous ground. At times we may be pushed to the limits of what can be contained in therapy. While drive theory may have "put the cart before the horse" by asserting the primacy of drives over relatedness, relational theory sometimes runs the risk of becoming "asexual" by asserting the primacy of "non-sexual" relatedness over other forms of relatedness in therapy. This is a problem if it fails to prepare the therapist for what may occur in the therapy room when matters of sexuality come to the fore. In asserting the primacy of relatedness in the analytic sphere, Fairbairn still recognized that psychosexual development and drive theory remained important in informing psychoanalytic understanding. He described them as reflecting "paths of least resistance" to intimate relatedness and the formation of bonds.

If therapists are to learn to be able to contain the powerful pulls of desire in the therapeutic context, they require an adequate understanding of the relationship between the dynamics of desire and the development of an autonomous self. This understanding needs to encompass, on the one hand, the polymorphous propensities of Eros and, on the other, to recognize the immense individual human need for environmental provisions. All therapists may "know the rules" but an adequate therapeutic response demands more than the "computer says no" reply that has become emblematic of a bureaucratic culture that so easily loses touch with the passion that burns in each individual psyche. In this paper the attempt will be made to cast some aspects of developmental theory in a relational mode using case material to provide illustrations. The importance of maintaining a framework that encourages linguistic expression as the vehicle for the development of an autonomous self will be illustrated with case material illustrating both maintenance and transgression of boundaries in the psychotherapeutic setting.

*Brief details of associated presentations: this is a new paper and has not been published. I will be presenting it in Perth in June at the invitation of Jan Resnick. I am likely to prepare it for publication in the next issue of "The Self in Conversation", I have published more than 30 papers previously on psychotherapeutic themes.*

## **BIOGRAPHY**

Member RANZCP, ANZAP, PACFA.

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## **CLOSING PLENARY SESSION**



SATURDAY 25<sup>th</sup> AUGUST  
4.00 – 4.30

Two or three conference delegates will be asked to share their reflections on the Conference, there will be an opportunity for questions, discussion and feedback, and closure

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