

**SOS POLITICAL SCIENCE AND PUBLIC  
ADMINISTRATION**

**MBA HRD –406(a) Optional Paper**

**SUBJECT NAME: COUNSELING SKILLS  
FOR MANAGERS**

**UNIT-II**

**TOPIC NAME: COUNSELING  
APPROACHES**

# **COUNSELING APPROACHES**

1. Psychoanalytic Approach
2. Behavioral Approach
3. Humanistic Approach
4. Other Contemporary Therapy

# **OTHER CONTEMPORARY THERAPY**

- ADLERIAN THERAPY/ INDIVIDUAL  
•PSYCHOLOGY

- REALITY THERAPY

- FAMILY SYSTEMS THERAPY

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- FEMINIST THERAPY

- EMDR

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- ECLECTIC COUNSELING

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- INTEGRATIVE COUNSELING

- GROUP THERAPY

# **PSYCHOANALYTIC APPROACH**

Psychoanalytic approach is a type of approach based upon the theories of Sigmund Freud, who is considered one of the forefathers of psychology and the founder of psychoanalysis. This therapy explores how the unconscious mind influences thoughts and behaviors, with the aim of offering insight and resolution to the person seeking therapy. Psychoanalytic therapy tends to look at experiences from early childhood to see if these events have affected the individual's life, or potentially contributed to current concerns.

## **Key Concepts:**

Normal personality development is based on successful resolution and integration of psychosexual stages of development. Faulty personality development is the result of inadequate resolution of some specific stage. Id, ego, and superego constitute the basis of personality structure. Anxiety is a result of repression of basic conflicts. Unconscious processes are centrally related to current behavior

**Basic Philosophy:** While each therapist will work in different ways according to the needs of the individual seeking therapy, many work on the following assumptions:

- Human beings are basically determined by psychic energy and by early experiences.
- Unconscious motives and conflicts are central in present behavior.
- Irrational forces are strong; the person is driven by sexual and aggressive impulses.
- Early development is of critical importance because later personality problems have their roots in repressed childhood conflicts

## **2. Behavioral Approach**

- Cognitive Behavioral Therapy (CBT)
- Rational Emotive Behavioral Therapy (REBT)
- Transactional Analysis (TA)

### **BEHAVIORAL APPROACH**

As the name implies, this approach focuses on behavior changing unwanted behaviors through rewards, reinforcements, and desensitization. This therapy is based on the belief that behavior is learnt in response to past experience and can be unlearned, or reconditioned, without analyzing the past to find the reason for the behavior. It works well for compulsive and obsessive behavior, fears, phobias and addictions. Someone whose fear of germs leads to excessive washing, for example, may be trained to relax and not wash his/her hands after touching a public doorknob.

## **Basic Philosophy:**

Behavior is the product of learning. We are both the product and the producer of the environment. No set of unifying assumptions about behavior can incorporate all the existing procedures in the behavioral field.

## **Key Concepts:**

Focus is on overt behavior, precision in specifying goals of treatment, development of specific treatment plans, and objective evaluation of therapy outcomes. Therapy is based on the principles of learning theory. Normal behavior is learned through reinforcement and imitation. Abnormal behavior is the result of faulty learning. This approach stresses present behavior.

## **Goals of Therapy:**

Generally, to eliminate maladaptive behaviors and learn more effective behaviors. To focus on factors influencing behavior and find what can be done about problematic behavior. Clients have an active role in setting treatment goals and evaluating how well these goals are being met.

## **Techniques of Therapy:**

The main techniques are systematic desensitization, relaxation methods, flooding, eye movement and desensitization reprocessing, reinforcement techniques, modeling, cognitive restructuring, assertion and social skills training, self management programs, behavioral rehearsal, coaching, and various multimodal therapy techniques. Diagnosis or assessment is done at the outset to determine a treatment plan. Questions are used, such as what, how, and when (but not why). Contracts and homework assignments are also typically used.

## **Applications:**

A pragmatic approach based on empirical validation of results. Enjoys wide applicability to individual, group, marital and family counseling. Some problems to which the approach is well suited are phobic disorders, depression, sexual disorders, children's behavioral disorders, stuttering, and prevention of cardiovascular disease. Beyond clinical practice, its principles are applied in fields such as pediatrics, stress management, behavioral medicine, education, and geriatrics



## **Contributions:**

Emphasis is on assessment and evaluation techniques, thus providing a basis for accountable practice. Specific problems are identified, and clients are kept informed about progress toward their goals. The approach has demonstrated effectiveness in many areas of human functioning. The roles of the therapist as reinforcer, model, teacher, and consultant are explicit. The approach has undergone extensive expansion, and research literature abounds. No longer is it a mechanistic approach, for it now makes room for cognitive factors and encourages self directed programs for behavioral change.

## **Limitations:**

Major criticisms are that it may change behavior but not feelings; that it ignores the relational factors in therapy; that it does not provide insight; that it ignores historical causes of present behavior; that it involves control and manipulation by the therapist; and that it is limited in its capacity to address certain aspects of the human condition. Many of these assertions are based on misconceptions, and behavior therapists have addressed these charges. A basic limitation is that behavior change cannot always be objectively assessed because of the difficulty in controlling environmental variables.

### **3.HUMANISTIC APPROACH:**

**Person Centered Therapy,**

**Gestalt Therapy,**

**Existential Therapy**

In the 1960s and 1970s, there was a growing interest among counselors in a 'third force' in therapy as an alternative to the psychoanalytic and behavioral approaches. Under this heading fall the person centered approach, Gestalt therapy and existential therapy.

### **3.HUMANISTIC APPROACH:**

Humanistic psychology is concerned with human potential and the individual's unique personal experience. Humanistic psychologists generally do not deny the importance of many principles of behaviorism and psychoanalysis. They value the awareness of antecedents to behavior as well as the importance of childhood experiences and unconscious psychological processes. Humanistic psychologists would argue, however, that humans are more than the collection of behaviors or objects of unconscious forces. Therefore, humanistic psychology often is described as holistic in the sense that it tends to be inclusive and accepting of various theoretical traditions and therapeutic practices. The emphasis for many humanistic therapists is the primacy of establishing a therapeutic relationship that is collaborative, accepting, authentic, and honors the unique world in which the client lives. The humanistic approach is also holistic in that it assumes interrelatedness between the client's psychological, biological, social, and spiritual dimensions. Humanistic psychology assumes that people have an innate capacity toward self understanding and psychological health.

## **Key points of humanistic therapy are:**

- Empathic understanding of the client's frame of reference and subjective experience.
- Respect for the client's cultural values and freedom to exercise choice.
- Exploration of problems through an authentic and collaborative approach to help the client develop insight, courage, and responsibility.
- Exploration of goals and expectations, including articulation of what the client  
wants to accomplish and hopes to gain from treatment.
- Clarification of the helping role by defining the therapist's role but respecting the self determination of the client.
- Assessment and enhancement of client motivation both collaboratively and  
authentically.

## **ADLERIAN THERAPY/ INDIVIDUAL PSYCHOLOGY**

Adlerian Therapy, originated by Alfred Adler, is also called individual psychology and focuses on creating a therapeutic relationship that is cooperative, encouraging and practical. Alfred Adler was a major contributor to the development of the psychodynamic approach to therapy. After 8,10 years of collaboration, Freud and Adler parted company, with Freud taking the position that Adler was a heretic who had deserted him. Adler founded the Society for Individual Psychology in 1912.

### **Key Concepts:**

It stresses the unity of personality, the need to view people from their subjective perspective, and the importance of life goals that give direction to behavior. People are motivated by social interest and by finding goals to give life meaning. Other key concepts are striving for significance and superiority, developing a unique lifestyle, and understanding the family constellation. Therapy is a matter of providing encouragement and assisting clients in changing their cognitive perspective

## **REALITY THERAPY**

Reality Therapy (RT) is based on a concept called 'Choice Theory' (originally called Control Theory). RT is a particular approach in psychotherapy and counseling. Reality therapy was developed by William Glasser, a psychiatrist in the 1960s. Glasser believes that people who are behaving in inappropriate ways do not need help to find a defense for their behavior. Instead, they need help to acknowledge their behavior as being inappropriate and then to learn how to act in a more logical and productive manner. Reality therapy attempts to help people control the world around them more effectively so that they are better able to satisfy their needs. RT approach to counseling and problem solving focuses on the here and now of the client and how to create a better future, instead of concentrating at length on the past.

**Key Concepts:** The basic focus is on what clients are doing and how to get them to evaluate whether their present actions are working for them. People create their feelings by the choices they make and by what they do. The approach rejects the medical model, the notion of transference, the unconscious, and dwelling on one's past. The key terms are :

- Autonomy state of accepting responsibility and taking control of self (life).
- Commitment not skewing from the plan for change.
- Choice Theory humans are internally motivated and have a purpose to control behaviors; humans are selfdetermined and create own destiny (all elements of behavior are interrelated).
- Cycle of Counseling any means to create a positive environment in counseling, based on personal involvement and procedures for change to occur.
- Involvement counselor's interest in and caring for clients