**Appendix A - Questionnaires**

**Questionnaire**

**Self-care and Feelings of Incompetence in Educational Settings and in Supervision**

Please respond to all of the following questions. Your responses are very important to this research, and your time is greatly appreciated.

For the following questions please use the following definitions:

**Self-care:** The activities performed by therapists to provide themselves with a sense of well-being and confidence.

**FOI:** Feelings of incompetence = The therapist’s belief in his/her ability, judgment, and/or effectiveness in his/her role or actions as a therapist is temporarily diminished, reduced, or challenged internally.

**Hazards:** The negative consequences that may accompany the practice of counselling and psychotherapy.

1. Below are some of the difficulties identified in the literature as critical for both novice and experienced therapists. Please comment on the level of importance of these difficulties on a scale of one to five. If there are difficulties that you feel are important that are not included in the list, please write them in below and include them in your ranking.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **ISSUE** | **Unimportant** | **Of little importance** | **Moderately important** | **Important** | **Very important** |
| * 1. Feeling of incompetence and self-doubts about effectiveness
 | O | O | O | O | O |
| * 1. Isolation
 | O | O | O | O | O |
|  * 1. Compassion fatigue
 | O | O | O | O | O |
|  * 1. Secondary trauma
 | O | O | O | O | O |
| * 1. Role ambiguity/role diffusion
 | O | O | O | O | O |
|  * 1. Stress
 | O | O | O | O | O |
|  * 1. Disillusionment about work
 | O | O | O | O | O |
|  * 1. Concerns about caseload
 | O | O | O | O | O |
| * 1. Disrupted personal relationships
 | O | O | O | O | O |
| * 1. Emotional depletion
 | O | O | O | O | O |
| * 1. Other (specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
 | O | O | O | O | O |
| * 1. Other (specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
 | O | O | O | O | O |
| * 1. Other (specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
 | O | O | O | O | O |

1. **Please select the three items that are the most critical in your opinion and rank them in order of importance from most (1) to least (3) important.**

|  |
| --- |
| 1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
 |

**3. Referring to the top 3 chosen by you (previous question), what would you say is the prevalence of these difficulties on a scale of one to five?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **ISSUE** | **Not prevalent** | **Of little prevalence** | **Moderately prevalent** | **prevalent** | **Very prevalent** |
|  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | O | O | O | O | O |
|  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | O | O | O | O | O |
|  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | O | O | O | O | O |

1. **Please indicate the level of agreement you have with the following statements.**

| **STATEMENTS** | **Strongly disagree** | **Disagree** | **Agree** | **Strongly agree** |
| --- | --- | --- | --- | --- |
| * 1. In view of the theoretical course work and internship experience that students will have I believe self-care is among the most important topics to cover
 | O | O | O | O |
| * 1. I frequently observe students or supervisees struggling with feelings of incompetence
 | O | O | O | O |
| * 1. I frequently observe students or supervisees struggling with #1,2, or 3 as selected in previous section
 | O | O | O | O |
| * 1. I regularly address FOI in class or supervision
 | O | O | O | O |
| * 1. I am mindful of both the rewards and the hazards of the counselling and psychotherapy profession
 | O | O | O | O |
| * 1. I am comfortable processing issues related to FOI and self-care with students and supervisees
 | O | O | O | O |
| * 1. I think #1 selected in the previous section should be included in a therapist self-care teaching module
 | O | O | O | O |
| * 1. I think #2 above should be included in a therapist self-care teaching module
 | O | O | O | O |
| * 1. I think # 3 above should be included in a therapist self-care teaching module
 | O | O | O | O |
| * 1. I think #1 above should be systematically addressed during supervision
 | O | O | O | O |
| * 1. I think #2 above should systematically addressed during supervision
 | O | O | O | O |
| * 1. I think # 3 above should be systematically addressed during supervision
 | O | O | O | O |

1. In a review of the literature, the following actions are identified as possible coping mechanisms to deal with the stresses of counselling. Please comment on the level of importance of these coping tools on a scale of one to five.

If there are coping tools that you feel are important that are not included in the list, please write them in below and rate their level of importance.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **ISSUE** | **Unimportant** | **Of little importance** | **Moderately important** | **Important** | **Very important** |
| * 1. Reading literature on psychotherapy
 | O | O | O | O | O |
| * 1. Engaging in professional supervision
 | O | O | O | O | O |
| * 1. Engaging in peer supervision
 | O | O | O | O | O |
| * 1. Attending professional development seminars
 | O | O | O | O | O |
| * 1. Performing Relaxation Exercises
 | O | O | O | O | O |
| * 1. Respecting own limits
 | O | O | O | O | O |
| * 1. Balancing institutional commitments and expectations (workload)
 | O | O | O | O | O |
| * 1. Seeking emotional support (e.g. family, friends, therapists)
 | O | O | O | O | O |
| * 1. Being mindful of physical health and well-being (e.g. healthy lifestyle)
 | O | O | O | O | O |
| * 1. Developing knowledge of self-care resources
 | O | O | O | O | O |
| * 1. Other (specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
 | O | O | O | O | O |
| * 1. Other (specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
 | O | O | O | O | O |
| * 1. Other (specify): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
 | O | O | O | O | O |

1. **Please select the three items that are the most useful coping tools when facing daily challenges related to self/care or FOI rank them in order of importance from most (1) to least (3) important.**

|  |
| --- |
| 1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
 |

1. **Using the description below as a model, could you provide two additional examples drawing from your experience and dealing with the “most important issues” identified in question 1:**

***Example:***

|  |  |
| --- | --- |
| ***Theme:*** | ***Isolation*** |
| ***Delivery method:*** | ***In class. Lecture on literature, guide to prevention provided, group exercise listing themes and sharing stories.*** |
| ***Timing:*** | ***First semester, first year of program.*** |
| ***How long:*** | ***One, three hour class period.*** |

|  |  |
| --- | --- |
| ***Theme 1:*** |  |
| ***Delivery method:*** |  |
| ***Timing:*** |  |
| ***How long:*** |  |

|  |  |
| --- | --- |
| ***Theme 2:*** |  |
| ***Delivery method:*** |  |
| ***Timing:*** |  |
| ***How long:*** |  |

1. **What is the single most useful thing therapists ought to be made aware of as they begin to practice as therapists?**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. **Provide one example of a teaching or supervisory technique you would like to recommend for future efforts to design training and supervisory guidelines to address FOI or other profession related stresses.**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

1. **Are there some aspects of self-care or self-doubt that have not been addressed thus far in the questionnaire or other comments you feel are important for us to know in designing a therapist self-care training package and supervision guidelines?**

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Member Check Questionnaire**

**Self-care and Feelings of Incompetence in Educational Settings and in Supervision**

**ORIGINAL INSTRUCTIONS:** Please respond to all of the following questions. Your responses are very important to this research, and your time is greatly appreciated.

**NEW INSTRUCTIONS:** Each original question will be presented along with the findings (mean scores, rankings, or thematic analysis). New information will be indicated with (\*). You will be asked at the end of each question for your level of agreement with our data and invited to comment upon it. You will NOT be provided with your original responses for comparison to the amassed findings. Your reflection upon this data is to ensure that you are in general agreement with the overall findings so that we can proceed to publication.

For the following questions please use the following definitions:

**Self-care:** The activities performed by therapists to provide themselves with a sense of well-being and confidence.

**FOI:** Feelings of incompetence = The therapist’s belief in his/her ability, judgment, and/or effectiveness in his/her role or actions as a therapist is temporarily diminished, reduced, or challenged internally.

**Hazards:** The negative consequences that may accompany the practice of counselling and psychotherapy.

1. **ORIGINAL QUESTION:** Below are some of the difficulties identified in the literature as critical for both novice and experienced therapists. Please comment on the level of importance of these difficulties on a scale of one to five. If there are difficulties that you feel are important that are not included in the list, please write them in below and include them in your ranking.

**\*FINDINGS:** We have included the mean score for each category for your review.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ISSUE** | **Unimportant** | **Of little importance** | **Moderately important** | **Important** | **Very important** | **Mean answer** |
| * 1. Feeling of incompetence and self-doubts about effectiveness
 | 1 | 2 | 3 | 4 | 5 | 4.08SD .845 |
| * 1. Isolation
 | 1 | 2 | 3 | 4 | 5 | 4.08SD .891 |
|  * 1. Compassion fatigue
 | 1 | 2 | 3 | 4 | 5 | 3.85SD .967 |
|  * 1. Secondary trauma
 | 1 | 2 | 3 | 4 | 5 | 3.46SD 1.174 |
| * 1. Role ambiguity/role diffusion
 | 1 | 2 | 3 | 4 | 5 | 3.46SD .989 |
|  * 1. Stress
 | 1 | 2 | 3 | 4 | 5 | 3.92SD .628 |
|  * 1. Disillusionment about work
 | 1 | 2 | 3 | 4 | 5 | 3.46SD .948 |
|  * 1. Concerns about caseload
 | 1 | 2 | 3 | 4 | 5 | 3.73SD .667 |
| * 1. Disrupted personal relationships
 | 1 | 2 | 3 | 4 | 5 | 3.35SD 1.056 |
| * 1. Emotional depletion
 | 1 | 2 | 3 | 4 | 5 | 3.88SD .993 |
| * 1. Other (specify): \_\_\_\_\_\_\_\_\_\_\_\_\_
 | 1 | 2 | 3 | 4 | 5 |  |
| * 1. Other (specify): \_\_\_\_\_\_\_\_\_\_\_\_\_
 | 1 | 2 | 3 | 4 | 5 |  |
| * 1. Other (specify): \_\_\_\_\_\_\_\_\_\_\_\_\_
 | 1 | 2 | 3 | 4 | 5 |  |

**\*FINDINGS FROM THE “OTHER (SPECIFY)” ITEMS:** Nine participants utilized one or more of the Other categories. However, upon evaluation these write-ins were determined to be all isolated categories. The purpose of including Other categories was to determine if we had missed a critical difficulty that new and experienced counsellors face. It was deemed that we had captured the key difficulties.

**\*Please rate your overall level of agreement with the findings from Question 1:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Completely Disagree** | **Disagree** | **Somewhat Agree** | **Agree** | **Completely Agree** |
| O | O | O | O | O |

\*Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **ORIGINAL QUESTION:** Please select the three items that are the most critical in your opinion and rank them in order of importance from most (1) to least (3) important.

**\*FINDINGS:** The item selections participants made in Question 2 were weighted, with a value of 3 given to any first ranked item, a value of 2 for any second ranked item, and a value of 1 for any third ranked item. All selections’ values were then summed to determine which three items had received the highest support. They were:

|  |
| --- |
| 1. **\_Feeling of incompetence (FOI) and self-doubts about effectiveness\_ (32 points)**
2. **\_Isolation\_ (20 points)**
3. **\_Stress\_ (15 points)**
 |

**\*Please rate your overall level of agreement with the findings from Question 2:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Completely Disagree** | **Disagree** | **Somewhat Agree** | **Agree** | **Completely Agree** |
| O | O | O | O | O |

\*Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **ORIGINAL QUESTION:** Referring to the top 3 chosen by you (previous question), what would you say is the prevalence of these difficulties on a scale of one to five?

**\*FINDINGS:** We are displaying the mean score for each category, as determined in question two, for your review.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ISSUE** | **Not prevalent** | **Of little prevalence** | **Moderately prevalent** | **Prevalent** | **Very prevalent** | **Mean** **score** |
| 3.1 Feeling of incompetence and self-doubts about effectiveness  | 1 | 2 | 3 | 4 | 5 | 3.94SD .929 |
| * 1. Isolation
 | 1 | 2 | 3 | 4 | 5 | 3.78SD .833 |
| * 1. Stress
 | 1 | 2 | 3 | 4 | 5 | 4.13SD 1.126 |

**\*Please rate your overall level of agreement with the findings from Question 3:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Completely Disagree** | **Disagree** | **Somewhat Agree** | **Agree** | **Completely Agree** |
| O | O | O | O | O |

\*Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **ORIGINAL QUESTION:** Please indicate the level of agreement you have with the following statements.

**\*FINDINGS:** We have included the mean score for each category for your review.

| **STATEMENTS** | **Strongly disagree** | **Disagree** | **Agree** | **Strongly agree** | **Mean Score** |
| --- | --- | --- | --- | --- | --- |
| * 1. In view of the theoretical course work and internship experience that students will have I believe self-care is among the most important topics to cover
 | 1 | 2 | 3 | 4 | 3.15SD .675 |
| * 1. I frequently observe students or supervisees struggling with feelings of incompetence
 | 1 | 2 | 3 | 4 | 3.31SD .618 |
| * 1. I frequently observe students or supervisees struggling with #1,2, or 3 as selected in previous section
 | 1 | 2 | 3 | 4 | 3.15SD .881 |
| * 1. I regularly address FOI in class or supervision
 | 1 | 2 | 3 | 4 | 3.15SD .613 |
| * 1. I am mindful of both the rewards and the hazards of the counselling and psychotherapy profession
 | 1 | 2 | 3 | 4 | 3.65SD .485 |
| * 1. I am comfortable processing issues related to FOI and self-care with students and supervisees
 | 1 | 2 | 3 | 4 | 3.73SD .533 |
| * 1. I think #1 selected in the previous section should be included in a therapist self-care teaching module
 | 1 | 2 | 3 | 4 | 3.68SD .690 |
| * 1. I think #2 above should be included in a therapist self-care teaching module
 | 1 | 2 | 3 | 4 | 3.65SD .689 |
| * 1. I think # 3 above should be included in a therapist self-care teaching module
 | 1 | 2 | 3 | 4 | 3.56SD .712 |
| * 1. I think #1 above should be systematically addressed during supervision
 | 1 | 2 | 3 | 4 | 3.54SD .647 |
| * 1. I think #2 above should systematically addressed during supervision
 | 1 | 2 | 3 | 4 | 3.52SD .653 |
| * 1. I think # 3 above should be systematically addressed during supervision
 | 1 | 2 | 3 | 4 | 3.44SD .712 |

**\*Please rate your overall level of agreement with the findings from Question 4:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Completely Disagree** | **Disagree** | **Somewhat Agree** | **Agree** | **Completely Agree** |
| O | O | O | O | O |

\*Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **ORIGINAL QUESTION:** In a review of the literature, the following actions are identified as possible coping mechanisms to deal with the stresses of counselling. Please comment on the level of importance of these coping tools on a scale of one to five. If there are coping tools that you feel are important that are not included in the list, please write them in below and rate their level of importance.

**\*FINDINGS:** We have included the mean score for each category for your review.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ISSUE** | **Unimportant** | **Of little importance** | **Moderately important** | **Important** | **Very important** | **Mean Score** |
| * 1. Reading literature on psychotherapy
 | 1 | 2 | 3 | 4 | 5 | 3.88SD .816 |
| * 1. Engaging in professional supervision
 | 1 | 2 | 3 | 4 | 5 | 4.50SD .707 |
| * 1. Engaging in peer supervision
 | 1 | 2 | 3 | 4 | 5 | 4.48SD .977 |
| * 1. Attending professional development seminars
 | 1 | 2 | 3 | 4 | 5 | 3.92SD .977 |
| * 1. Performing Relaxation Exercises
 | 1 | 2 | 3 | 4 | 5 | 3.19SD .981 |
| * 1. Respecting own limits
 | 1 | 2 | 3 | 4 | 5 | 4.27SD .667 |
| * 1. Balancing institutional commitments and expectations (workload)
 | 1 | 2 | 3 | 4 | 5 | 4.19SD .634 |
| * 1. Seeking emotional support (e.g. family, friends, therapists)
 | 1 | 2 | 3 | 4 | 5 | 4.50SD .648 |
| * 1. Being mindful of physical health and well-being (e.g. healthy lifestyle)
 | 1 | 2 | 3 | 4 | 5 | 4.42SD .703 |
| * 1. Developing knowledge of self-care resources
 | 1 | 2 | 3 | 4 | 5 | 4.12SD .909 |
| * 1. Other (specify): \_\_\_\_\_\_\_\_\_\_\_\_
 | 1 | 2 | 3 | 4 | 5 |  |
| * 1. Other (specify): \_\_\_\_\_\_\_\_\_\_\_\_
 | 1 | 2 | 3 | 4 | 5 |  |
| * 1. Other (specify): \_\_\_\_\_\_\_\_\_\_\_\_
 | 1 | 2 | 3 | 4 | 5 |  |

 **\*FINDINGS FROM THE “OTHER (SPECIFY)” ITEMS:** Eight participants utilized one or more of the Other categories. However, these write-ins were determined to be isolated categories. The purpose of including Other categories was to determine if we had missed key coping mechanisms to deal with the stresses of counselling. It was deemed that we had captured the key difficulties through our literature search.

**\*Please rate your overall level of agreement with the findings from Question 5:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Completely Disagree** | **Disagree** | **Somewhat Agree** | **Agree** | **Completely Agree** |
| O | O | O | O | O |

\*Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **ORIGINAL QUESTION:** Please select the three items that are the most useful coping tools when facing daily challenges related to self/care or FOI rank them in order of importance from most (1) to least (3) important.

**\*FINDINGS:** The item selections participants made in Question 6 were weighted, with a value of 3 given to any first ranked item, a value of 2 for any second ranked item, and a value of 1 for any third ranked item. All selections’ values were then summed to determine which three items had received the highest support. There was a tie for the 3rd Rank so both were reported. They were:

|  |
| --- |
| 1. **\_Seeking emotional support (e.g. family, friends, therapists)\_(26 points)**
2. **\_Engaging in professional supervision\_(24 points)**
3. **\_A) Engaging in peer supervision (18 points), and B) Being mindful of physical health and well-being (e.g. healthy lifestyle)\_(15 points)**
 |

**\*Please rate your overall level of agreement with the findings from Question 6:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Completely Disagree** | **Disagree** | **Somewhat Agree** | **Agree** | **Completely Agree** |
| O | O | O | O | O |

\*Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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1. **ORIGINAL QUESTION:** Using the description below as a model, could you provide two additional examples drawing from your experience and dealing with the “most important issues” identified in question 1:

***Example:***

|  |  |
| --- | --- |
| ***Theme:******Delivery method:******Timing:******How long:*** | *Isolation**In class. Lecture on literature, guide to prevention provided, group exercise listing themes and sharing stories.**First semester, first year of program**One three-hour class period.* |

**Model #1:**

|  |  |
| --- | --- |
| **Theme:****Delivery method:****Timing:****How long:** |  |

**\*FINDINGS:**  Participants’ responses to this question were extremely varied, in that few participants chose the same themes to address and the methods of addressing the themes were quite disparate. Therefore, the responses cannot be clearly summarized for the purposes of this member check. The responses to this question will be presented in the write up of this research.

1. **ORIGINAL QUESTION:** What is the single most useful thing therapists ought to be made aware of as they begin to practice as therapists?

**\* FINDINGS:** We performed thematic analysis on the responses to question 8. These are the themes that we found along with some of the codes:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Continue to attend to professional development throughout career** | **Self -care** | **Therapist know thyself** | **Necessary** **& core conditions for client growth** | **Normalization of FOI** | **Good Theory** |
| Continue to develop competency | Realistic expectations | Self-awareness | Genuineness | FOI is not equal to actual incompetence |  |
| Lifelong supervision/ lifelong learning | Time management  | Be mindful of your motives and unsatisfied personal needs  | Warmth | Everyone is scared & overwhelmed when they start out |  |
| Accurate self-assessment | Boundaries – dual roles | Strengths & weaknesses | Empathy | You know more than you realize |  |
| Peer consultation/ supervision | Avoid isolation: connect with like- minded individuals | Values & talents | Respect | You are taught a breadth of material- can’t know it all |  |
| Learn from elders |  | Counter-transference | Curiosity | All therapists have self-doubts |  |
| Continuing education |  |  | Compassion | FOI is normal & healthy, it means you are paying attention to what you do not know |  |

**\*Please rate your overall level of agreement with the findings from Question 8:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Completely Disagree** | **Disagree** | **Somewhat Agree** | **Agree** | **Completely Agree** |
| O | O | O | O | O |

\*Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **ORIGINIAL QUESTION:** Provide one example of a teaching or supervisory technique you would like to recommend for future efforts to design training and supervisory guidelines to address FOI or other profession related stresses.

**\* FINDINGS:** We performed thematic analysis on the responses to question 8. These are the themes that we found (in bold) along with some of the codes:

|  |  |  |  |
| --- | --- | --- | --- |
| **Exposure & Normalization** | **Inform** | **Raise Awareness** | **Process** |
| Modelling and role playing | Name it for the student | Reflecting team | Scripted role playing |
| Case studies/histories | Refer to literature /assign readings | Kagan’s IPR to access inner world of supervisee | Therapeutic writing |
| Supervisor interpersonal process recall | Professor initiated discussion in class | Compassion fatigue test | Ask students to address in practicum |
| Panel of experienced therapist disclosure / discuss in presence of novices | Present students with a map for gaining feelings of competency – direct teaching and coaching | Thought listing exercise to tract identity development over time | Name it and discuss |
| Supervisor self-disclosure of FOI and other struggles | Direct preparation – expect ambiguity and FOI | Counter-transference work – locate unconscious motivations for type of work to help manage |  |
| Small group, student led exploration |  | countertranferential reactions to lack of therapeutic success |  |

**\*Please rate your overall level of agreement with the findings from Question 9:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Completely Disagree** | **Disagree** | **Somewhat Agree** | **Agree** | **Completely Agree** |
| O | O | O | O | O |

\*Comments: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. **ORIGINAL QUESTION:** Are there some aspects of self-care or self-doubt that have not been addressed thus far in the questionnaire or other comments you feel are important for us to know in designing a therapist self-care training package and supervision guidelines?

**\* FINDINGS:** Few participants chose to respond to this question. No clear themes emerged.