



Looking to the Future

*Helping Graduate Students and Emerging Professionals
Develop Identity and Purpose on their
Professional Journey*

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Looking to the Future:
Helping Graduate Students and Emerging Professionals Develop
Identity and Purpose on their Professional Journey

Introduction:

Where?
Who?



1. Where (who) do you want to be? (identity).
 - a. Specialties happen in our line of work. We have to choose them.

“Certification, unlike licensure, is an optional credential.”

[What is the implication of this statement about licensure? -jn]

Hodges, S. (2011). *The counseling practicum and internship manual: A resource for graduate counseling students*. New York: Spring Publishing Company.

- b. Quote: “Certification, unlike licensure, is an optional credential” (Hodges). What is the implication of this statement about licensure?
 - i. What will happen in the future?
 - ii. No one knows but if we continue to follow the medical profession, we will develop professional boards and information about our specific types of practice.
- c. Further, we do have to behave competently.

“How can a counselor exactly determine his or her parameters of competence? It is difficult to answer this question because counseling is a very broad profession.”

Hodges, S. (2011). *The counseling practicum and internship manual: A resource for graduate counseling students*. New York: Spring Publishing Company.

- i. **Quote:** “How can a counselor determine his or her parameters of competence? It is difficult to answer this question because counseling is a very broad profession” (Hodges).
- ii. We have an ethical responsibility to determine our competence.
 - 1. It is an internal matter much like determining where you will drive shortly after you get your license to drive.
 - 2. What will the future hold? No one knows.

Why?



2. Why do you want to be that person? (motivation; purpose).
 - a. Especially today, this is an important avenue – We have to be able to answer the question of why we do what we do.

Work hard.

Work smart.

Work heart.



b. **The parameters:**

i. Over time:

1. Work hard.
2. Work smart.
3. Work heart.

ii. While there is debate about the changes over time and when they occurred, all three of these principles have value.

1. There are people who have kept their jobs due to any one of these ideas.
2. But, the motivation is what makes us ultimately effective.

“Grit, defined as perseverance and passion for long-term goals, has been shown to be a much more accurate predictor of achievement than IQ.”

Morin, A. (2014). *13 things mentally strong people don't do*. William Morrow.

3. **Quote:** “Grit, defined as perseverance and passion for long-term goals, has been shown to be a much more accurate predictor of achievement than IQ” (Morin).
 - a. This is seen even in current pop culture.
 - b. There is no replacement for drive over brains.
 - i. Brains equals book smart.
 - ii. Drive equals motivation.

How?



3. How do we get there? (path).
 - a. First, you need to know where you want to be.
 - b. Then, you need to develop a plan of action to get there.

ADVOCATE



4. Mental health is a field of advocacy.
 - a. Counselors are advocating for their clients.
 - b. Who advocates for the students? Usually teachers.
 - c. Who advocates for the emerging professional?
 - i. There are several answers.
 - ii. It starts with you.
 1. There are times you will need to advocate for yourself.
 2. I had to advocate myself for licensure because I expired the time limit (four years) to get my license.

Outline:

- Goal setting.
- Pursue licensure.
- Develop professional relationships.



5. Outline:

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- I. **Goal setting.**
 - A. Make your dream your goal by developing a plan!
 1. Figure out where you want to be and the best way to get there.
 2. Plan to plan:

“Even more powerful than visualization, writing bridges the conscious and the subconscious mind.”

Covey, S. R. (2013). The 8th habit: From effectiveness to greatness. New York: Free Press.

- a. **Write it down:** “Even more powerful than visualization, writing bridges the conscious and the subconscious mind” (Covey).

“Remember, what gets
scheduled gets done.”

Hyatt, M. & Harkavy, D. (2016). *Living forward: A proven plan to stop drifting and get the life you want*. Grand Rapids: Baker Books.

- b. **Schedule it:** “Remember, what gets scheduled gets done” (Hyatt and Harkavy).

“When researchers with the National Weight Control Registry examined the tactics used by successful dieters, they found that two characteristics, in particular, stood out. People who successfully maintain weight loss typically eat breakfast every morning. They also weigh themselves each day.”

Duhigg, C. (2014). *The power of habit: Why we do what we do in life and business*. New York: Random House.

- c. **Do something daily:** “When researcher with the National Weight Control Registry examined the tactics used by successful dieters, they found that two characteristics, in particular, stood out. People who successfully maintain weight loss typically eat breakfast every morning. They also weigh themselves each day” (Duhigg).

1. Notice the emphasis of daily.
2. Habit-change happens when we do something daily.

B. Do what you plan to tell your clients to do.

What do you tell your clients?



1. What do you tell your clients?
 2. You want a plan of action to produce the desired outcome.
 3. We need to do what we tell our clients.
- C. Be SMART about it.

Be *SMART* about it!

S – Specific

M – Measurable

A – Action-oriented

R – Realistic

T – Time bound



1. **Outline:**
 - a. Specific.
 - b. Measurable.
 - c. Action-oriented.
 - d. Realistic.
 - e. Time-bound.

Setting SMART Goals

Jeremy M. Northrop, Ph.D.

Introduction:

Often, people want to make behavior change and find themselves having difficulty doing so. Sometimes, the difference is made when people design and work plans. Dave Ramsey and other motivational speakers describe the process as working from a dream to a goal. Many are good at telling the dreams. Often, people have difficulty designing workable goals. The SMART¹ approach to goal design can aid in creating genuine behavior change.

A goal must be SPECIFIC.

Dreams are vague and abstract. One person says, "I just do not want to get angry anymore." While the statement can be modified to be admirable and even desirable, a simple statement such as this does not begin a behavior change process. Knowing exactly what change is desired helps one to know if they are achieving their overall goal.

NOT: "I'm going to lose some weight next year."

RATHER: "Beginning January 1, I am going to lose 20 pounds in the next year."

A goal must be MEASURABLE.

The medical community works hard to quantify things. Often, in the hospital, professionals will ask the patients to rate their pain on a scale of 0 to 10. This is an attempt to quantify things – it makes them measurable. This aids in knowing where one is presently in order to see if improvement has taken place. The only way to know if you have lost 20 pounds is to know how much you weighed before, and after.

NOT: "I'm going to start eating less to lose weight."



2. There is a handout available in the resources offered via QR code.

D. Commit to it in incremental steps (time spent).

“Progress is not made in giant leaps; it’s made incrementally.”

Kouzes, J. & Posner, B. (2012). *The leadership challenge: How to make extraordinary things happen in organizations.* San Francisco: Jossey-Bass.

1. **Step by step:** “Progress is not made in giant leaps; it’s made incrementally” (Kouzes and Posner).
2. Be flexible.

Life happens.



- a. Life happens.

“Don’t interpret delay as defeat.”

Eggerichs, E. (2004). *Love and respect*. Nashville: Thomas Nelson.

- b. **Quote:** “Don’t interpret delay as defeat” (Eggerichs).

Evaluate.



E. Periodically evaluate your goals.

1. Thoughts:
 - a. Welcome life as opportunities.
 - b. You want to reevaluate:
 1. You learn you want to take a different path.
 2. You may need to be reminded of the path you are on.
2. Quotes:

“A Life Plan is worthless unless you review it on a regular basis.”

Hyatt, M. & Harkavy, D. (2016). *Living forward: A proven plan to stop drifting and get the life you want*. Grand Rapids: Baker Books.

- a. **Quote 1:** “A Life Plan is worthless unless you review it on a regular basis” (Hyatt and Harkavy).

“We can’t improve what we don’t assess.”

Hyatt, M. & Harkavy, D. (2016). *Living forward: A proven plan to stop drifting and get the life you want*. Grand Rapids: Baker Books.

- b. **Quote 2:** “We can’t improve what we don’t assess” (Hyatt and Harkavy).

1. Goal setting.
2. Pursue licensure.
3. Develop professional relationships.



II. Pursue licensure.



- A. Licensure is your money maker (my story).
 - 1. Supervision.
 - 2. Licensure creates options and opportunities.
 - a. Discuss what is required for licensure.
 - b. Discuss what is required to maintain licensure.
 - 1. Needed continuing education.
 - 2. Ethics.
 - 3. Suicidality.
- B. Licensure before certification.
 - 1. Where will certification be in ten years?
 - 2. Keep your license and certifications current.
- C. Licensure with additional degrees.
- D. Licensure and the interstate compact.
- E. Resources for passing exams.

III. Develop professional relationships.

- A. Networking is important.
- B. Ask someone to be your sponsor.

- C. Practice communication skills.
- D. Deal with disagreement with civility, and appreciate it!
- E. Do not burn bridges, if at all possible.

Conclusion:

- 1. Let life happen (be flexible).
- 2. Reframe setbacks as opportunities.
- 3. Build an advice network.
- 4. Remain committed.
- 5. Pay it forward.