

Ethics:

- Challenges with Facilitating Psychological Hardiness in clinicians during Supervision

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What is Hardiness?

- **Hardiness:** in psychological terms, refers to a combination of personality traits/attitudes that allows a person to withstand physical and psychological stress *without developing physical illness*.
- **Pathway to Resilience**
 - **Resilience:** is the ability to cope with & recover from setbacks
 - **Grit:** passionate pursuit of long-term goals & the motivation to perseverance to reach that goal (2017, Duckworth)
 - Coined by Dr. Suzanne Kobasa in 1979
 - **IBT study & Iranian Pediatric Nurse Study**

Original 3c's of Hardiness

Dr. Suzanne Kobasa

- **Commitment** : belief that remaining involved in events people and social activities-regardless of the stressful/catastrophic event

Example:

- **Control** : the practice/belief that one has influence on the outcomes/decisions/results

Example:

- **Challenge** : the belief/conceptualization that stress is normal in life and there are opportunities to learn and develop growth

Example:



Revision/addition to 3cs by Dr (s). Kobasa, S. Maddi

- **Connection:** client-therapist, the person who walks through the disaster/catastrophe
- **Culture:** sets the tone for how people act, behave, influences thinking (Maddi)

Supervision Ethics (ACA)

- A formal, generally contractual, arrangement made between a registered Supervisor & Counsellor. The counsellor uses this process to discuss their counselling work regularly with a registered Supervisor. The process involves working collaboratively to help develop the efficiency of the counsellor/client relationship. Professional supervision is a process to maintain adequate standards of counselling and a method of consultancy to **widen the horizons** of an experienced practitioner.
- **Supervisee**-both licensed/unlicensed, the student/recipient of the supervision process, where their individual capacity is broaden not weakened. (Supervision summit-Albany, New York)

Supervisee Scenario



Challenges to facilitating Hardiness

- Lack of training/ability to appropriately assess for Hardiness or Positive psychology tenets
- Group supervision vs individual supervision setting
- Work expectations-patience vs hectic culture at site
- Organizational support vs “silo” clinical support of supervisee

Resources

1. Maddi, S. R, (2006). Hardiness: The courage to grow from stress, *Journal of Positive Psychology*; 1 (3): 160-168
2. <https://www.hardinessinstitute.com/>
3. DeAngelis, T. (2014, September). Fostering successful clinical supervision. *American Psychological Association*, Vol 45 (8). Retrieved from <http://www.apa.org>
4. Munsey, C., (2010). How to nurture supervisees. *Grad Psych*, American Psychological Association, Retrieved from <http://www.apa.org>
5. Ellis, M. V., Corp, D. A., Taylor, E. J., & Kangos, K. A. (Eds.). (2017). Narratives of harmful clinical supervision: An unacknowledged truth [Special Issue]. *The Clinical Supervisor*, 36, 4-159.