

Course Materials
Introduction to Counselling
Unit – IV

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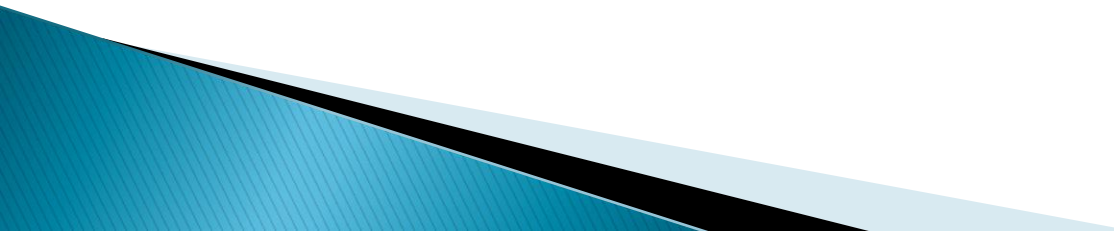
Unit - IV

**Qualities and skills of an effective counsellors,
counselling and vocational guidance**


14 Qualities of an effective counsellors

- ▶ Encouraging
 - ▶ Artistic
 - ▶ Emotionally Stable
 - ▶ Empathetic and Caring
 - ▶ Self-aware
 - ▶ Self-acceptance
 - ▶ Positive self-esteem
 - ▶ Self-realization
 - ▶ Self-disclosure
 - ▶ Courageous
 - ▶ Patient
 - ▶ Non judgemental
 - ▶ Tolerance for ambiguity
 - ▶ Spirituality
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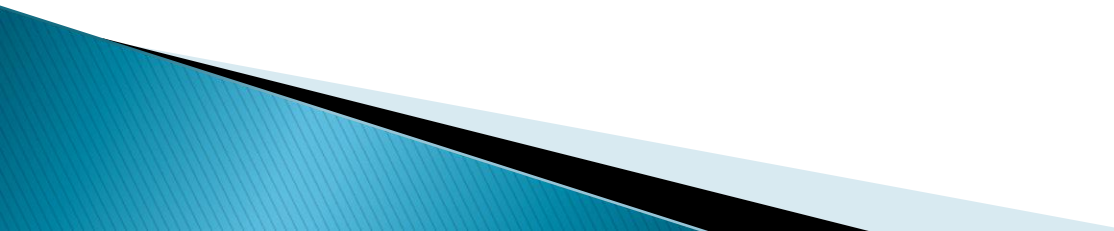
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- ▶ **Encouraging** -Encouragement helps clients learn to believe in their potential for growth and development.
 - ▶ **Artistic** -Implies being creative, flexible and adjusting counseling techniques to the unique needs of the client.
 - ▶ **Emotionally Stable** -An emotionally unbalanced counselor will probably do more harm than good for the client.
 - ▶ **Empathetic and Caring** -Effective counselors care about people and have the desire to help those in need.
 - ▶ **Self-aware** - Help counselors monitor their needs so that they can gratify those needs in a manner that does not interfere with the counseling process.
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- ▶ **Self-acceptance** - Counselors should be comfortable with themselves
 - ▶ **Positive self-esteem** - Can help counselors cope with their personal and professional lives - maintain the emotional stability that is central to their job
 - ▶ **Self-realization** -The process of actualizing one's potential
 - ▶ **Self-disclosure** -Effective counselors are constructively open with their thoughts and feelings
 - ▶ **Courageous** -Counselors should have courage to communicate their weaknesses as well as their strengths – to disclose an authentic picture of themselves
 - ▶ **Patient** -Counselors must be patient and recognize the goal of achieving overall positive therapeutic movement.
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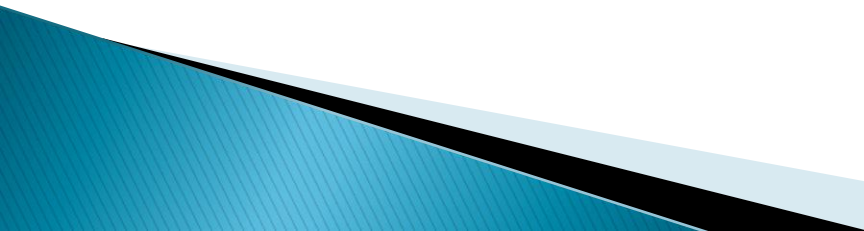
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- ▶ **Non judgemental** - Counselors must be careful not to impose their values or beliefs on the client, even though they may wish at times to expose clients to new ideas
 - ▶ **Tolerance for ambiguity** - Although the science of counseling can contribute to the objective understanding of the counseling process, counselors must be able to tolerate some ambiguity
 - ▶ **Spirituality** - Recognizes the value of addressing the spiritual - religious dimension in the helping process
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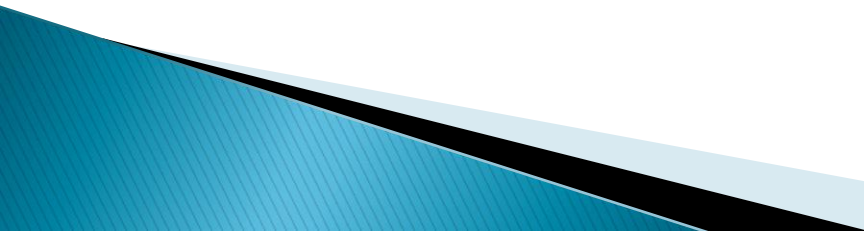
Skills of an effective counsellor

- ❖ Communication Skills
 - ❖ Acceptance
 - ❖ Empathy
 - ❖ Problem-Solving Skills
 - ❖ Rapport-Building Skills
 - ❖ Flexibility
 - ❖ Self-Awareness
 - ❖ Multicultural Competency
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- ❖ **Communication Skills** - Counselors need to have a natural ability to listen and be able clearly explain their ideas and thoughts to others
 - ❖ **Acceptance** — To accept the client as they are and in current situation
 - ❖ **Empathy** — counselor must be able to display empathy — the ability to feel what another person is feeling. Empathy means ability to imagine what it's like to stand in someone else's shoes
 - ❖ **Problem-Solving Skills** - Counselors must have excellent problem-solving skills - to be able to help their clients identify and make changes to negative thought patterns and other harmful behaviors that might be contribute to the client
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- ❖ **Rapport-Building Skills** – Counselors must possess a strong set of interpersonal skills to help establish rapport quickly with clients and develop strong relationships
 - ❖ **Flexibility** – Flexibility in counseling is defined as the ability to adapt and change the way you respond to meet your clients' needs
 - ❖ **Self-Awareness** – Self-awareness is the ability to look within and identify your own unmet psychological needs and desires, such as a need for intimacy or the desire to be professionally competent
 - ❖ **Multicultural Competency** – Multicultural competency means that you try to relate to and understand the client's regardless of their race, ethnicity, religious or political beliefs or socioeconomic background.
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Qualities of an effective Counselling

- ❖ Attending
 - ❖ Listening
 - ❖ Basic empathy
 - ❖ Probing or questioning
 - ❖ Summarizing
 - ❖ Integrating communication skills
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References:

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- ▶ <https://www.counseling.org/knowledge-center/vistas/by-subject2/vistas-invited-articles/docs/default->
- ▶ <https://psychcentral.com/lib/characteristics-of-effective-counseling>
- ▶ <http://www.oerafrica.org/FTPFolder/Website%20Materials/Health/KCN-Health-OER/Unit3/002.html>

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