



PSYO904

Counselling and Cultural Perspective for Organisational Psychology

S1 Day 2014

Psychology

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General Information

Unit convenor and teaching staff

Unit Convenor

Monique Crane

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Credit points

4

Prerequisites

Admission to DOrgPsych or MOrgPsych or PGDipOrgBeh

Corequisites

Co-badged status

Unit description

This unit will address counselling micro-skills, interviewing, suicide assessment, the management and identification of psychopathology in the workplace, and strategies for conceptualising client problems with an emphasis on the context of the presenting problem. Directions for intervention will also be emphasised, with special attention directed towards an integrative approach. These learning objectives are addressed with a special emphasis on cultural context. For students in the organisational psychology program the unit will focus on counselling skills within the organisational setting. Special emphasis is placed on the use of counselling micro-skills, interviewing techniques, psychopathology, intervention, and ethics with reference to industry. The knowledge and skills gained in this unit is made relevant to practice as an organisational psychologist. Special emphasis will be placed on the context of the client's world and its relationship to the presenting problems of the client, including the cultural context. The unit will highlight the importance of the therapeutic alliance and emphasise core counselling skills to optimise the therapeutic relationship.

Important Academic Dates

Information about important academic dates including deadlines for withdrawing from units are available at <https://www.mq.edu.au/study/calendar-of-dates>

Learning Outcomes

On successful completion of this unit, you will be able to:

Students will have the opportunity to refine their counselling micro-skills.

Students will obtain an understanding of ethical issues related to psychological practice.

Students will develop strategies to improve their interviewing, treatment planning and general therapeutic effectiveness.

Students will be able to critically reflect on personal counselling style, noting strengths and weaknesses

Assessment Tasks

Name	Weighting	Due
<u>Interview Schedule</u>	40%	18th April 2014
<u>Assessment and Intervention</u>	30%	23rd May 2014
<u>Reflection</u>	30%	20th June 2014

Interview Schedule

Due: **18th April 2014**

Weighting: **40%**

Students are asked to develop an interview schedule is based on the case study. The role of your interview will be to determine:(1) the key issues underpinning the staff members' distress, (2)the core psychological issues that seem to be emerging as a consequence of these stressors.

On successful completion you will be able to:

- Students will have the opportunity to refine their counselling micro-skills.
- Students will develop strategies to improve their interviewing, treatment planning and general therapeutic effectiveness.
- Students will be able to critically reflect on personal counselling style, noting strengths and weaknesses

Assessment and Intervention

Due: **23rd May 2014**

Weighting: **30%**

Produce a 10 session treatment plan for the client displayed in the vignette on iLearn.

On successful completion you will be able to:

- Students will have the opportunity to refine their counselling micro-skills.
- Students will obtain an understanding of ethical issues related to psychological practice.
- Students will develop strategies to improve their interviewing, treatment planning and general therapeutic effectiveness.

Reflection

Due: **20th June 2014**

Weighting: **30%**

There are several competencies that will be addressed as part of this series of workshops.

This activity will make up part of the assessable log-book in which you will demonstrate your acquisition of required competencies.

Provide a 1500 word summary (500 for each workshop) reflecting on the following:

- (1) What core competencies were addressed in each workshop and in your mandatory reading/s? You will need to provide brief referenced summaries of your reading and the competencies addressed (20% of assignment grade).
- (2) How did the workshop and readings extend your knowledge with respect to the competencies? (20% of assignment grade).
- (3) How will the knowledge, skills and insights gained from each workshop influence your future practice as an organisational psychologist? (40% of assignment grade).
- (4) Comment on how you have applied some of these skills in your life or practice since the workshop (20% of assignment grade).

On successful completion you will be able to:

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- Students will be able to critically reflect on personal counselling style, noting strengths and weaknesses

Delivery and Resources

LECTURES The unit will involve three 1.5 hour on-line lectures. These lectures will be divided into segments lasting approximately 20 minutes. Students are expected to watch lecture content prior to attendance at workshops.

WORKSHOPS Internal students are required to attend 3-all day workshops.

READINGS There is no required text book. Students will be asked to keep up-to-date with readings. Readings are listed via the unit iLearn site.

ONLINE RESOURCES The iLearn site will include links to other online resources that you can explore to learn more about each topic.

Unit Schedule

Workshop	Date	Topics Covered
<p>Workshop 1: Counselling and the organisation: Introduction to basic counselling and interviewing skills</p> <p>In this lecture and workshop students will be introduced to the use of practical counselling and clinical interviewing skills and how they can be applied within industry.</p> <p><i>Students will also be introduced to interviewing and interviewing reluctant respondents.</i></p>	28 th March 2014	<ul style="list-style-type: none"> · The role of organisations in employee well-being · The structure of psychological wellbeing programs within organisations · The importance of the therapeutic alliance · Communication and counselling micro-skills · Active listening skills · Using reflection · Taking a client history · Note taking and record keeping · The basics of interviewing · Interviewing reluctant respondents and addressing question threat · Asking questions
<p>Workshop 2: Cultural perspectives, intervention and psychopathology.</p> <p>In this lecture and workshop we will address the importance of cultural context and how this may impact the way you practice.</p> <p><i>Students will also be introduced to clinical assessment, psychopathology and intervention strategies.</i></p>	9 th May 2014	<ul style="list-style-type: none"> · Cultural perspectives in counselling · Principles of culturally sensitive practice · Conducting a mental status examination · Introduction to DSM classification · Multi-axial assessment using the DSM · Assessment of global functioning · An introduction to Cognitive Behaviour Therapy · Developing a treatment plan

<p>Workshop 3: Suicide awareness and ethical issues in practice</p> <p>In this lecture and workshop students will develop an awareness of suicide assessment and intervention.</p> <p>Moreover, students will be introduced to several ethical issues (e.g., client boundaries, confidentiality, working with minors, and disclosure).</p>	<p>6th June 2014</p>	<ul style="list-style-type: none">· Conducting a suicide risk assessment.· Suicide intervention· Sexuality, counselling and mental health· Sexuality in the workplace· Ethical issues in practice: Client confidentiality and its limits, disclosure, boundary issues, dealing with minors.
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Learning and Teaching Activities

Practicing counselling micro-skills and interviewing

Hands on experiencing within counselling micro-skills and interviewing

The role of counselling within organisations

Various ways in which mental health specialists engage with organisations.

Ethics in practice

In class activities related to the application of ethical principles in practice.

Mental status examination

Conducting a mental status examination.

Application of Cognitive Behaviour Therapy

Students will learn the principles underpinning CBT and its application.

Gender, sexuality and psychopathology

Students will engage with material relating to gender, sexuality and psychopathology

Suicide assessment and intervention

Students will learn how to assess a suicidal client and suicide intervention strategies.

Cultural perspectives in the practice of psychology

Students will learn to be mindful of cultural differences in their practice.

Policies and Procedures

Macquarie University policies and procedures are accessible from [Policy Central](#). Students should be aware of the following policies in particular with regard to Learning and Teaching:

Academic Honesty Policy http://mq.edu.au/policy/docs/academic_honesty/policy.ht

[ml](#)

Assessment Policy <http://mq.edu.au/policy/docs/assessment/policy.html>

Grading Policy <http://mq.edu.au/policy/docs/grading/policy.html>

Grade Appeal Policy <http://mq.edu.au/policy/docs/gradeappeal/policy.html>

Grievance Management Policy http://mq.edu.au/policy/docs/grievance_management/policy.html

Disruption to Studies Policy http://www.mq.edu.au/policy/docs/disruption_studies/policy.html *The Disruption to Studies Policy is effective from March 3 2014 and replaces the Special Consideration Policy.*

In addition, a number of other policies can be found in the [Learning and Teaching Category](#) of Policy Central.

Student Code of Conduct

Macquarie University students have a responsibility to be familiar with the Student Code of Conduct: https://students.mq.edu.au/support/student_conduct/

Student Support

Macquarie University provides a range of support services for students. For details, visit <http://students.mq.edu.au/support/>

Learning Skills

Learning Skills (mq.edu.au/learningskills) provides academic writing resources and study strategies to improve your marks and take control of your study.

- [Workshops](#)
- [StudyWise](#)
- [Academic Integrity Module for Students](#)
- [Ask a Learning Adviser](#)

Student Services and Support

Students with a disability are encouraged to contact the [Disability Service](#) who can provide appropriate help with any issues that arise during their studies.

Student Enquiries

For all student enquiries, visit Student Connect at ask.mq.edu.au

IT Help

For help with University computer systems and technology, visit <http://informatics.mq.edu.au/help/>.

When using the University's IT, you must adhere to the [Acceptable Use Policy](#). The policy

applies to all who connect to the MQ network including students.

Graduate Capabilities

PG - Discipline Knowledge and Skills

Our postgraduates will be able to demonstrate a significantly enhanced depth and breadth of knowledge, scholarly understanding, and specific subject content knowledge in their chosen fields.

This graduate capability is supported by:

Learning outcomes

- Students will have the opportunity to refine their counselling micro-skills.
- Students will develop strategies to improve their interviewing, treatment planning and general therapeutic effectiveness.
- Students will be able to critically reflect on personal counselling style, noting strengths and weaknesses

Learning and teaching activities

- Hands on experiencing within counselling micro-skills and interviewing
- Various ways in which mental health specialists engage with organisations.
- In class activities related to the application of ethical principles in practice.
- Conducting a mental status examination.
- Students will learn the principles underpinning CBT and its application.
- Students will engage with material relating to gender, sexuality and psychopathology
- Students will learn how to assess a suicidal client and suicide intervention strategies.
- Students will learn to be mindful of cultural differences in their practice.

PG - Critical, Analytical and Integrative Thinking

Our postgraduates will be capable of utilising and reflecting on prior knowledge and experience, of applying higher level critical thinking skills, and of integrating and synthesising learning and knowledge from a range of sources and environments. A characteristic of this form of thinking is the generation of new, professionally oriented knowledge through personal or group-based critique of practice and theory.

This graduate capability is supported by:

Learning outcomes

- Students will have the opportunity to refine their counselling micro-skills.
- Students will obtain an understanding of ethical issues related to psychological practice.
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general therapeutic effectiveness.

- Students will be able to critically reflect on personal counselling style, noting strengths and weaknesses

Learning and teaching activities

- Various ways in which mental health specialists engage with organisations.
- Students will learn the principles underpinning CBT and its application.
- Students will learn to be mindful of cultural differences in their practice.

PG - Research and Problem Solving Capability

Our postgraduates will be capable of systematic enquiry; able to use research skills to create new knowledge that can be applied to real world issues, or contribute to a field of study or practice to enhance society. They will be capable of creative questioning, problem finding and problem solving.

This graduate capability is supported by:

Learning outcomes

- Students will obtain an understanding of ethical issues related to psychological practice.
- Students will develop strategies to improve their interviewing, treatment planning and general therapeutic effectiveness.

Learning and teaching activities

- In class activities related to the application of ethical principles in practice.
- Students will learn the principles underpinning CBT and its application.
- Students will engage with material relating to gender, sexuality and psychopathology
- Students will learn to be mindful of cultural differences in their practice.

PG - Effective Communication

Our postgraduates will be able to communicate effectively and convey their views to different social, cultural, and professional audiences. They will be able to use a variety of technologically supported media to communicate with empathy using a range of written, spoken or visual formats.

This graduate capability is supported by:

Learning outcomes

- Students will have the opportunity to refine their counselling micro-skills.
- Students will develop strategies to improve their interviewing, treatment planning and general therapeutic effectiveness.
- Students will be able to critically reflect on personal counselling style, noting strengths

and weaknesses

Learning and teaching activities

- Hands on experiencing within counselling micro-skills and interviewing
- Students will learn the principles underpinning CBT and its application.
- Students will learn how to assess a suicidal client and suicide intervention strategies.

PG - Engaged and Responsible, Active and Ethical Citizens

Our postgraduates will be ethically aware and capable of confident transformative action in relation to their professional responsibilities and the wider community. They will have a sense of connectedness with others and country and have a sense of mutual obligation. They will be able to appreciate the impact of their professional roles for social justice and inclusion related to national and global issues

This graduate capability is supported by:

Learning outcomes

- Students will obtain an understanding of ethical issues related to psychological practice.
- Students will develop strategies to improve their interviewing, treatment planning and general therapeutic effectiveness.

Learning and teaching activities

- In class activities related to the application of ethical principles in practice.
- Students will learn how to assess a suicidal client and suicide intervention strategies.

PG - Capable of Professional and Personal Judgment and Initiative

Our postgraduates will demonstrate a high standard of discernment and common sense in their professional and personal judgment. They will have the ability to make informed choices and decisions that reflect both the nature of their professional work and their personal perspectives.

This graduate capability is supported by:

Learning outcomes

- Students will have the opportunity to refine their counselling micro-skills.
- Students will obtain an understanding of ethical issues related to psychological practice.
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Learning and teaching activities

- Various ways in which mental health specialists engage with organisations.
- In class activities related to the application of ethical principles in practice.
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Changes since First Published

Date	Description
16/01/2014	The Prerequisites was updated.