PSYO904

Counselling and Mental Health in Organisations

S1 Day 2016

Department of Psychology

Contents

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General Information

Unit convenor and teaching staff
Lecturer and unit chair
Monique Crane
monique.crane@mq.edu.au
Contact via 9850 8604
C3A 509
by appointment

Credit points
4

Prerequisites
Admission to DOrgPsych or MOrgPsych

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:

Demonstrate a working knowledge of theories and models of workplace distress

Ability to use methods of psychological investigation

Use structured interviewing for diagnostic purposes

Ability to construct interview questions

Ability to formulate hypotheses about organisational problems

Use interpersonal communication skills

Demonstrate written communication skills

Demonstrate knowledge of psychopathology and diagnostic classification systems

Demonstrate ability to design psychological interventions

Ability to select appropriate mental health assessment tools

Use the cognitive behavioural therapy model

Knowledge of legal and professional matters

Demonstrate knowledge of sexuality and cultural issues in the workplace

Ability to take appropriate notes and keep records

Assessment Tasks

Name	Weighting	Due
Interview schedule	50%	8th April 2016
Treatment plan	50%	13th May 2016

Interview schedule

Due: **8th April 2016**
Weighting: **50%**

Grades will be allocated on the basis of:

1. The use of organisational and other theoretical perspectives to form the basis of hypothesis (40% of assignment grade).
2. The formulation of hypotheses based on relevant theoretical perspectives about the key issues underpinning staff member distress (20% of assignment grade)
3. Ability to gain interviewee consent (5% of assignment grade)
4. The appropriate use of interview questions to examine your hypotheses and determine the nature of distress (e.g., psychological outcomes for staff) (35% of assignment grade).

Students are required to submit the following:

1. A 800 word summary describing your formulation of the possible core issues impacting staff member distress based on relevant research

2. A 1200 word interview schedule with comments (footnotes or otherwise) detailing the relevance of questions to your hypotheses where appropriate.

On successful completion you will be able to:
- Demonstrate a working knowledge of theories and models of workplace distress
- Ability to use methods of psychological investigation
- Use structured interviewing for diagnostic purposes
- Ability to construct interview questions
- Ability to formulate hypotheses about organisational problems
- Use interpersonal communication skills
- Demonstrate written communication skills
- Knowledge of legal and professional matters
- Ability to take appropriate notes and keep records

Treatment plan

Due: **13th May 2016**
Weighting: **50%**

Produce a 10 session treatment plan for the client (Karen) displayed in the vignette (see iLearn) (2000 words).

Students will need to:

1. Suggest a possible diagnosis of Karen and how Karen's symptoms relate to the DSM criteria for that disorder (20% assignment grade)
2. Suggest possible assessments to confirm your diagnosis and rule out alternative diagnoses (10% assignment grade)
3. Provide a 10 session treatment plan for Karen (assuming your diagnosis is correct) using recognised strategies for treating this particular problem (40% assignment grade)
4. Inclusion of homework activities and aspects of the plan that can be carried out in the workplace to assist Karen perform more effectively at work (30% assignment grade)

On successful completion you will be able to:
- Demonstrate a working knowledge of theories and models of workplace distress
- Demonstrate written communication skills
- Demonstrate knowledge of psychopathology and diagnostic classification systems
- Demonstrate ability to design psychological interventions
- Ability to select appropriate mental health assessment tools
- Use the cognitive behavioural therapy model

- Knowledge of legal and professional matters

- Demonstrate knowledge of sexuality and cultural issues in the workplace

- Ability to take appropriate notes and keep records

Delivery and Resources

This unit involves five short lectures and three full-day workshops. A minimal amount of content will be delivered in lecture form. Students will mostly be encouraged to participate in a variety of activities that will allow them to practice skills and receive immediate personalised feedback.

Students are expected to do the mandatory background reading before the classes, and be able to provide a short verbal summary of readings and respond to questions relating to those readings. There will often be concept-or skill-development activities performed in class, usually in groups, but students will also be assigned activities to perform between classes.

In addition to reading set papers, you are encouraged to consult textbooks and read other journal articles. This will be valuable for developing knowledge, and essential for completing assessment tasks.

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.html

New Assessment Policy in effect from Session 2 2016 http://mq.edu.au/policy/docs/assessment/policy_2016.html. For more information visit http://students.mq.edu.au/events/2016/07/19/new_assessment_policy_in_place_from_session_2/

Assessment Policy prior to Session 2 2016 http://mq.edu.au/policy/docs/assessment/policy.html

Grading Policy prior to Session 2 2016 http://mq.edu.au/policy/docs/grading/policy.html

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

Complaint Management Procedure for Students and Members of the Public http://www.mq.edu.au/policy/docs/complaint_management/procedure.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/

Results

Results shown in *iLearn*, or released directly by your Unit Convenor, are not confirmed as they are subject to final approval by the University. Once approved, final results will be sent to your student email address and will be made available in eStudent. For more information visit ask.mq.edu.au.

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://www.mq.edu.au/about_us/offices_and_units/information_technology/help/.

When using the University's IT, you must adhere to the Acceptable Use of IT Resources Policy. The policy applies to all who connect to the MQ network including students.

Graduate Capabilities

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

- Demonstrate a working knowledge of theories and models of workplace distress
- Ability to construct interview questions
- Demonstrate knowledge of psychopathology and diagnostic classification systems
- Demonstrate ability to design psychological interventions
- Ability to select appropriate mental health assessment tools
- Knowledge of legal and professional matters
- Demonstrate knowledge of sexuality and cultural issues in the workplace
- Ability to take appropriate notes and keep records

Assessment tasks

- Interview schedule
- Treatment plan

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

- Demonstrate a working knowledge of theories and models of workplace distress
- Ability to use methods of psychological investigation
- Ability to construct interview questions
- Ability to formulate hypotheses about organisational problems
- Demonstrate knowledge of psychopathology and diagnostic classification systems
- Demonstrate ability to design psychological interventions
- Ability to select appropriate mental health assessment tools
- Use the cognitive behavioural therapy model
- Demonstrate knowledge of sexuality and cultural issues in the workplace

Assessment tasks

- Interview schedule
- Treatment plan

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

- Demonstrate a working knowledge of theories and models of workplace distress
- Ability to use methods of psychological investigation
- Ability to formulate hypotheses about organisational problems
- Demonstrate knowledge of psychopathology and diagnostic classification systems
- Demonstrate ability to design psychological interventions
- Ability to select appropriate mental health assessment tools
- Use the cognitive behavioural therapy model
- Knowledge of legal and professional matters
- Demonstrate knowledge of sexuality and cultural issues in the workplace

Assessment tasks

- Interview schedule
- Treatment plan

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

- Demonstrate a working knowledge of theories and models of workplace distress
- Ability to use methods of psychological investigation
- Ability to formulate hypotheses about organisational problems
- Demonstrate knowledge of psychopathology and diagnostic classification systems
- Demonstrate ability to design psychological interventions
- Ability to select appropriate mental health assessment tools
- Knowledge of legal and professional matters

Assessment tasks

- Interview schedule
- Treatment plan

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

- Use structured interviewing for diagnostic purposes
- Ability to construct interview questions
- Use interpersonal communication skills
- Demonstrate written communication skills

Assessment tasks

- Interview schedule
- Treatment plan

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

- Use structured interviewing for diagnostic purposes
- Use interpersonal communication skills
- Knowledge of legal and professional matters
- Demonstrate knowledge of sexuality and cultural issues in the workplace
- Ability to take appropriate notes and keep records

Assessment tasks

- Interview schedule
- Treatment plan