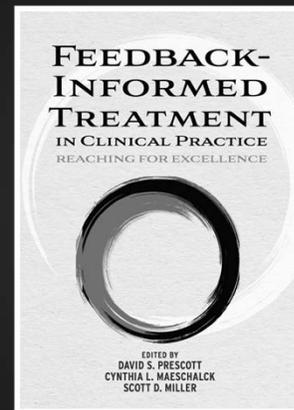


## GRATITUDE



## WHAT WORKS?

- Do we want them to re-offend or not?
- What can we do?
- Who should we be?
- Is that enough?



## ASK YOURSELF:

- What's the best session you've done in the past year?
- What made it so effective?
- What gets in the way of your doing that all the time?



## EFFECTIVE PROGRAMS

### RESPONSIVITY principle

- Effective programs are those which are responsive to client characteristics
  - cognitive abilities
  - maturity
  - motivation
  - mode of intervention
  - scheduling concerns
  - neurological impact of trauma

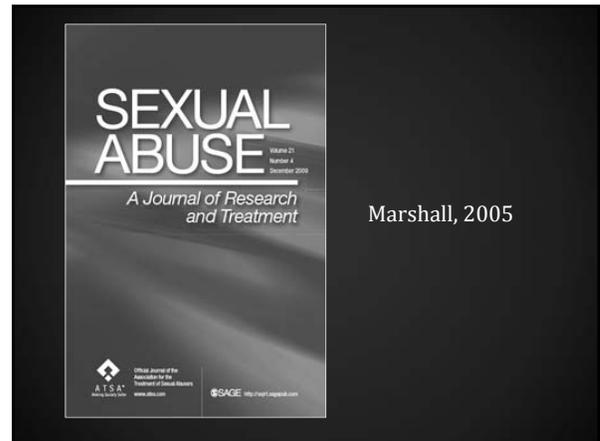


## PARADOXICAL COMMUNICATION

- You need to be more motivated to change.
- Treatment holds the promise of a “good life”.
- It is our job to point out your thinking errors; however, it is not acceptable for you to observe when we are using thinking errors.
- We expect you to demonstrate meaningful and consistent behavioral change within a highly controlled environment.
- You need to participate fully in treatment regimens that we professionals cannot agree on ourselves.

## AMBIVALENCE

- I want to work with you, and I don't want to sacrifice myself
- I want to change, and I want to be respected
- I want to be in treatment, and I don't want to be in a one-down position
- I want to look at myself, and I don't want to feel less of a man
- etc. etc. etc. etc. etc.



Marshall, 2005

## MARSHALL, 2005

- Warm
- Empathic
- Rewarding
- Directive



Problem: Many people think they have these qualities, but don't

## Telling "The Hard Truth"

- Feedback Sandwich
  - Affirm => Feedback => Affirm
- Elicit => Provide => Elicit
  - Ask permission to give feedback, give the feedback, then elicit the client's thoughts about your feedback
- Motivational approaches are not necessarily warm and fuzzy

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Embrace your biases!

Strategy #1



SELF-ASSESSMENT BIAS

### Walfish et al., 2012



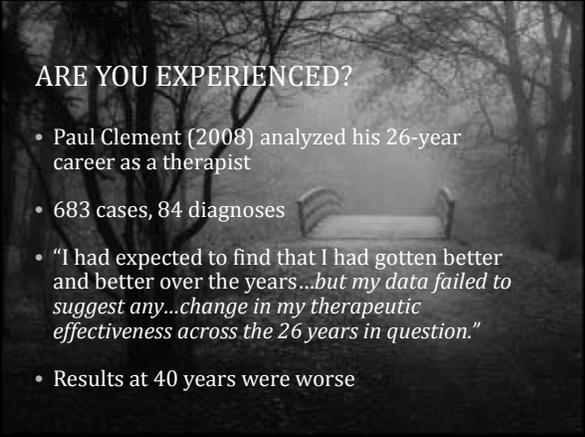
- No differences in how clinicians rated their overall skill level and effectiveness levels between disciplines.
- On average, clinicians rated themselves at the 80<sup>th</sup> percentile
- Less than 4% considered themselves average
- No one rated themselves below average
- Only 8% rated themselves lower than the 75<sup>th</sup> percentile
- 25% rated their performance at the 90<sup>th</sup>% or higher compared to their peers

### DIRTY LITTLE SECRETS



- ... from outcome studies
  - More difference between the best and the worst therapists **within** any treatment method, than there is **between** treatment methods
  - Some therapists are better than others
  - Hiatt & Hargrave (1995) asked therapists to estimate their effectiveness in a treatment study
    - The LEAST effective therapists rated themselves as being among the most helpful

### ARE YOU EXPERIENCED?



- Paul Clement (2008) analyzed his 26-year career as a therapist
- 683 cases, 84 diagnoses
- “I had expected to find that I had gotten better and better over the years...*but my data failed to suggest any...change in my therapeutic effectiveness across the 26 years in question.*”
- Results at 40 years were worse

### JUST ONE GUY?



Wampold & Brown (2005)

- 581 therapists
- 6,146 real world clients
- Average sessions = 10
- 46% depression, 30% adjustment disorder, 11% anxiety, plus other diagnoses
- Who got the best outcomes?
  - Training makes no difference
  - Profession makes no difference
  - EXPERIENCE makes no difference
  - Diagnosis makes no difference

### PROFICIENCY VERSUS EXCELLENCE

- Proficiency in most fields can be obtained within 6 months
- The same goes for therapy
  - Most people are at their most effective 1 year after licensing/registration
  - Confidence improves throughout career
  - Competence does not
    - Particularly important consideration in risk assessment

### ALLEGIANCE BIAS

- Professionals' allegiance to their models and techniques can be as important as the models and techniques they use.
- Placebo effects
- Example: good lives model versus relapse prevention

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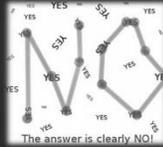
### ADVERSARIAL BIAS



- Boccaccini, Murrie, et al.
  - Scores on measures such as the PCL-R and Static-99r can vary in response to who is paying for the evaluation.
- “You gotta dance with the one that brung ya”

### OTHER CLASSIC BIASES

- Confirmation Bias
- Fundamental Attribution Error



The answer is clearly NO!

### TAKING THIS A STEP FURTHER...

Consider your biases regarding sex crimes and sex offenders in general.

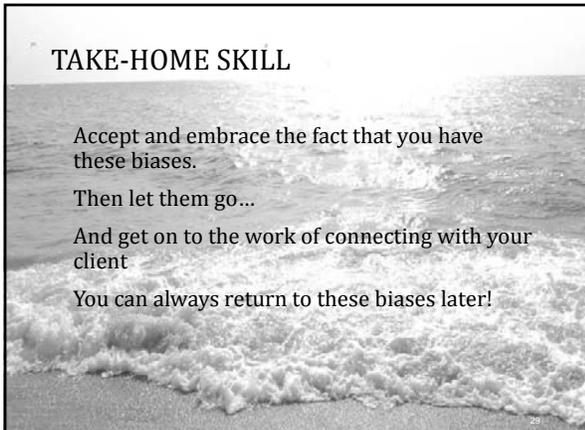


### THIS MAY NOT BE TRUE...

- But consider the statement:
- *All judgment is a form of violence*
- Or at least it gets in our way of understanding our clients
- Clients who don't feel understood or respected are less likely to engage meaningfully

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### TAKE-HOME SKILL



Accept and embrace the fact that you have these biases.  
 Then let them go...  
 And get on to the work of connecting with your client  
 You can always return to these biases later!

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### GET GROUNDED IN THE THERAPEUTIC FACTORS OF TREATMENT

Strategy #2

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### THERAPEUTIC FACTORS

- AKA "Common Factors"
- Factors common to all bona fide therapies

### FACTORS INFLUENCING OUTCOME

Factor	Percentage
Extrather.	30%
Expectancy	40%
Specifics	15%
Common	15%

### VARIANCE (GRATITUDE TO JEB BROWN)

Category	Percentage
Unexplained	74%
Acuity (intake score)	18%
Diagnosis, age & sex	2%
Clinician	6%
Treatment method	1%

### RECOMMENDED SOURCE

### IMPLICATIONS FOR PROFESSIONAL DEVELOPMENT

- Study your population deeply
- Study each client deeply
- Expertise at engaging with clients involves moving from the micro to the macro as well as vice versa
- Use models and techniques in the service of developing yourself professionally.

### USE APPROACH GOALS

Strategy #3

## GOALS



- Avoidance goals:
  - Associated with negative affect, psychological distress, impairment in psychological functioning, impairment of self-regulatory capacity in situations of stress
  - Require considerable cognitive resources to attain and maintain
- Approach goals:
  - Motivate individual to achieve desired states/outcomes
  - More easily attained than avoidance goals
  - Associated with positive affect, reduced cognitive load, less deterioration in self-regulatory ability, lower levels of psychological distress

## APPROACH/AVOIDANCE (FROM PRESCOTT/WILSON)

- I don't want any more victims.
- I don't want to smoke anymore.
- I don't want any more trouble with the law.
- I don't want any more violence towards my partner.
- I don't want to use drugs or alcohol to excess any more.
- I don't want to gamble any more.
- I have been ordered to stay away from the victim of my crime.
- I don't want to be on probation.
- I don't want to look stupid.
- I want people to be able to trust me.
- I want to be clean and sober.
- I want to get my health back.
- I want a respectful relationship with my partner.
- I want to save money.
- I want to complete all my obligations to the court.
- I want to be good at my job or good in school.
- I want to be able to keep myself calm.
- I want activities in my life that I'm good at (like hobbies).

## TREATMENT PLANS

- Mr. X will reduce his risk
- Mr. X will take all his medications
- Mr. X will work on his sexual preoccupation
- Mr. X will pass his polygraph
- Mr. Y will manage all risks successfully
- Mr. Y will work with his psychiatrist to determine the most effective treatment
- Mr. Y will develop healthy sexual outlets
- Mr. Y will be honest with himself and others

## FROM MY CASELOAD

- Mr. X will demonstrate to others that he has changed
- Mr. X will become the person he wants to be
- Mr. X will improve his relationships with others
- Mr. X will work to prevent further allegations

## BE TRAUMA-INFORMED

Strategy #4

And I mean really trauma-informed

## WHAT IS TRAUMA?

- PTSD
- Complex PTSD
- DESNOS
- Complex trauma
- Developmental Trauma Disorder



### WHAT IS TRAUMA?

Trauma is the desperate hope that the past was somehow different.

— Jan Hindman



### WHAT IS TRAUMA?

- APA:
- **Trauma** is an emotional response to a terrible event like an accident, rape or natural disaster. Immediately after the event, shock and denial are typical. Longer term reactions include unpredictable emotions, flashbacks, strained relationships and even physical symptoms like headaches or nausea. While these feelings are normal, some people have difficulty moving on with their lives. Psychologists can help these individuals find constructive ways of managing their emotions.



### ABSENCE OF CURIOSITY



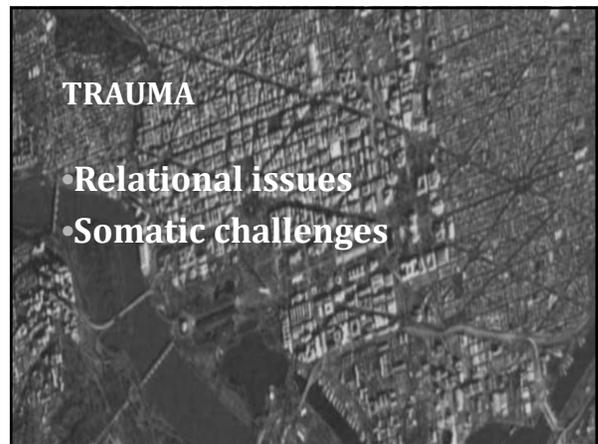
### KEY THEME

- Just notice
- See what happens next
  - Not just mindful...
  - Investigating each experience



### TRAUMA

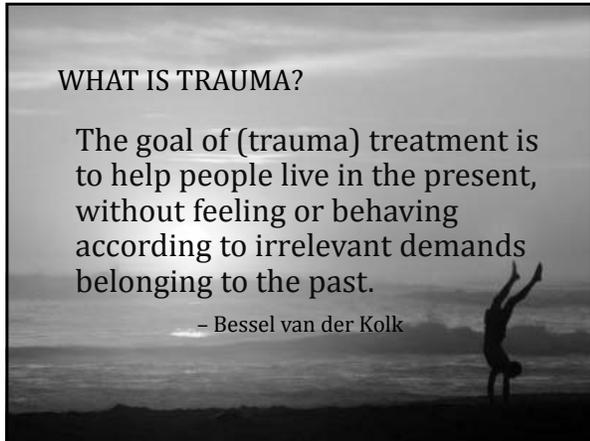
- **Relational issues**
- **Somatic challenges**



**WHAT IS TRAUMA?**

The goal of (trauma) treatment is to help people live in the present, without feeling or behaving according to irrelevant demands belonging to the past.

– Bessel van der Kolk



**CASE EXAMPLE**

- EBT roll-out
- JCCO directed client into treatment
- Client reluctant to attend
- Harm





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**BENISH, IMEL, & WAMPOLD, 2008**

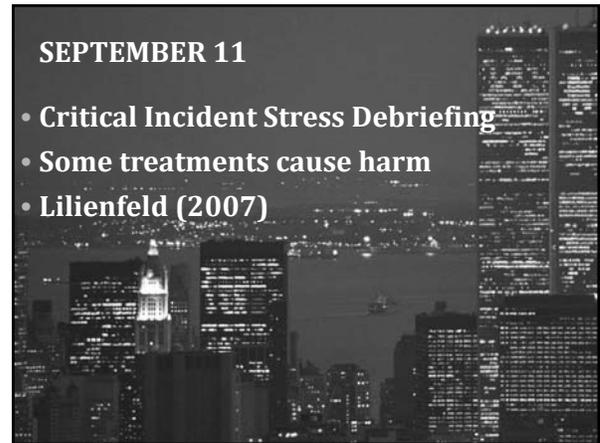
- Treatment for PTSD is effective
- “Bona fide psychotherapies produce equivalent benefits for patients with PTSD”
- Much controversy



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**SEPTEMBER 11**

- **Critical Incident Stress Debriefing**
- **Some treatments cause harm**
- **Lilienfeld (2007)**



**ULTIMATELY**

*No intervention that takes power away from the survivor can possibly foster her recovery, no matter how much it appears to be in (his or) her immediate best interest.*

– Judith Herman, M.D.

Reframe: Interventions that empower survivors foster recovery

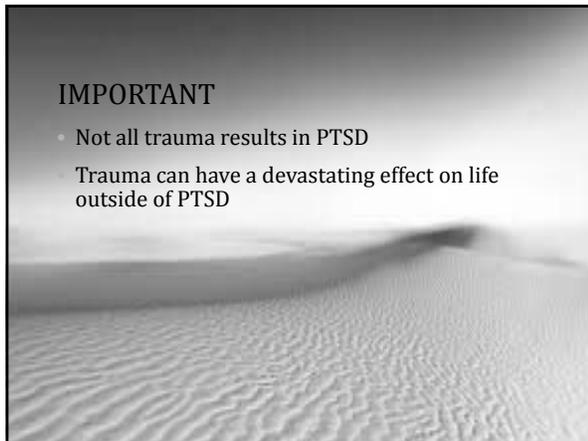
**POST-TRAUMATIC STRESS DISORDER**



**IMPORTANT**

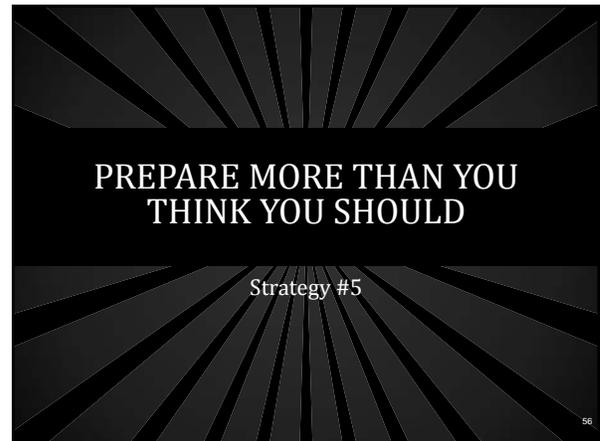
- Not all trauma results in PTSD

Trauma can have a devastating effect on life outside of PTSD



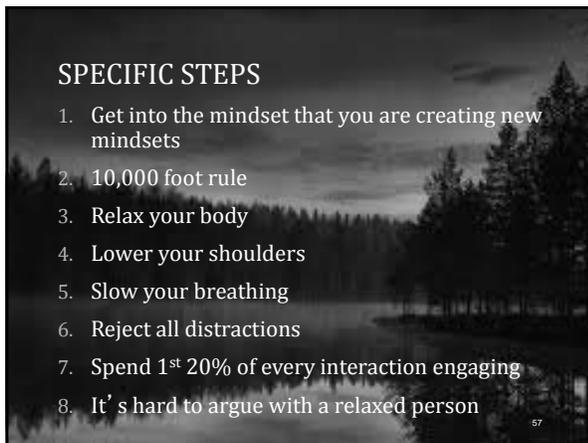
**PREPARE MORE THAN YOU THINK YOU SHOULD**

Strategy #5



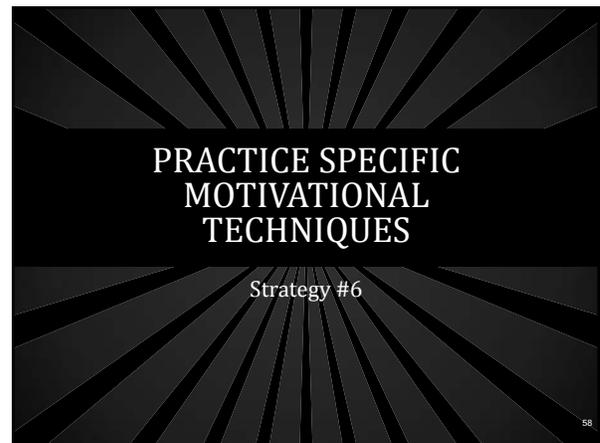
**SPECIFIC STEPS**

1. Get into the mindset that you are creating new mindsets
2. 10,000 foot rule
3. Relax your body
4. Lower your shoulders
5. Slow your breathing
6. Reject all distractions
7. Spend 1<sup>st</sup> 20% of every interaction engaging
8. It's hard to argue with a relaxed person



**PRACTICE SPECIFIC MOTIVATIONAL TECHNIQUES**

Strategy #6



**2013 PRACTITIONER'S DEFINITION**

Motivational interviewing is a person-centered counseling style for addressing the common problem of ambivalence about change.



**2013 TECHNICAL DEFINITION**

Motivational interviewing is a collaborative, goal-oriented style of communication with particular attention to the language of change. It is designed to strengthen personal motivation for and commitment to a specific goal by eliciting and exploring the person's own reasons for change within an atmosphere of acceptance and compassion.

### THE SPIRIT OF MOTIVATIONAL INTERVIEWING

- Partnership
- Acceptance
- Compassion
- Evocation



### FOUR PROCESSES

- Engaging
- Focusing
- Evoking
- Planning



### THESE PROCESSES ARE...

- Somewhat linear
  - E.g., engagement comes first
- And also recursive
  - Engaging happens throughout MI
  - Focusing is not a one-time event;
  - Real treatment involves re-focusing
  - "testing the water" on planning helps

### TALK



There is no such thing as "resistance"

There is discord and sustain talk

"I'm not gonna; you can't make me"

### CHANGE TALK

- Desire "I want to..."
- Ability "I can..."
- Reason "There are good reasons to..."
- Need "I need to"

### RESPONDING TO CHANGE TALK

- **When you hear change talk, don't just stand there!**
  - Elaborate (tell me more)
  - Affirm
  - Reflect
  - Summarize

### GETTING MOVING: OARS

- Open questions
- Affirmations
- Reflections
- Summaries

### REFLECTIVE LISTENING

- Simple Reflection
  - Exact words
  - Closely related words
- Complex Reflection
  - Continuing the paragraph
  - Reflecting emotion

## USE ROUTINE OUTCOME MONITORING

Strategy #7 😊

### Outcome Rating Scale (ORS)

Looking back over the last week, including today, help us understand how you have been feeling by rating how well you have been doing in the following areas of your life, where marks to the left represent low levels and marks to the right indicate high levels. If you are filling out this form for another person, please fill out according to how you think he or she is doing.

**Individually**  
(Personal well-being)

.....|

**Interpersonally**  
(Family, close relationships)

.....|

**Socially**  
(Work, school, friendships)

.....|

**Overall**  
(General sense of well-being)

.....|

Institute for the Study of Therapeutic Change

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### SESSION RATING SCALE (SRS V3.0)

PLEASE RATE TODAY'S SESSION BY PLACING A MARK ON THE LINE NEAREST TO THE DESCRIPTIONS THAT BEST FITS YOUR EXPERIENCE.

I did not feel heard, understood, and respected.	Relationship	.....	I felt heard, understood, and respected.
We did not work on or talk about what I wanted to work on or talk about.	Goals and Topics	.....	We worked on and talked about what I wanted to work on and talk about.
The therapist's approach is not a good fit for me.	Approach or Method	.....	The therapist's approach is a good fit for me.
There was something missing in the session today.	Overall	.....	Overall, today's session was right for me.

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