Lewis & Clark Graduate School of Education and Counseling



"We are a community that commits itself to diversity and sustainability as dimensions of a just society"

- Mission Statement, Lewis & Clark College

MCFT 582-05 Internship in Marriage, Couple, and Family Therapy SPRING 2020

Time & Day: 2:00 – 8:00 pm Wednesdays (Plus additional hours to total at least 8)

Location: L&C Community Counseling Center

4445 SW Barbur Blvd., Portland, OR 97239

Instructor: Lana Kim, PhD, LMFT

Office Hours: Tuesdays 1-3 pm (please email to schedule an appointment)

Rogers Hall 330

Phone: 503-768-6073 (office); 229-460-2019 (cell)

Email: lkim@lclark.edu

CATALOG DESCRIPTION

Supervised practicum bridging theoretical and practical topics; students apply their emerging skills and understanding of family therapy models to their work with individuals, couples, families, and groups; overview of basic family therapy concepts and skills, including skill development through role-playing and simulated family therapy experiences.

Credits: 4 semester hours.

MCFT STUDENT LEARNING OUTCOMES

- SLO 1.3 Students apply systems/relational theories to clinical case conceptualization.
- SLO 2.1 Students self-reflect on the implications of own and others' social location in clinical practice.
- SLO 2.2 Students' practice demonstrates attention to social justice and cultural democracy.
- SLO 3.2 Students draw on the research literature relevant to family therapy in case planning
- SLO 4.1 Students apply ethical decision-making process to clinical dilemmas.
- SLO 4.2 Students provide competent service according to the AAMFT code of ethics and core competencies.
- SLO 4.3 Students demonstrate integration of family therapy theory, equity, and social location issues in clinical practice.

REQUIRED TEXTS

ChenFeng, J.L., & Stone, D.J. (2019) Finding your voice as a beginning marriage and family therapist (1st ed.). New York, NY: Routledge.

RECOMMENDED TEXTS

- Becvar, D.S. & Becvar, R.J. (2000). Family therapy: A systemic integration. Boston: Allyn & Bacon. ISBN 978-0205168132
- Cecchin, G. (1987). Hypothesizing, circularity, and neutrality revisited: An invitation to curiosity. *Family Process*, 26, 405-413. doi:10.1111/j.1545-5300.1987.00405.x
- Combs, G. & Freedman, J. (1990). Symbol, story, & ceremony: Using metaphor in individual and family therapy. New York: Norton. ISBN-13: 978-0-393-33499-9
- Cozolino, L. (2016). Why therapy works: Using our minds to change our brains. New York, NY: Norton
- Fisch, R., Weakland, J. H., & Segal, L. (1982). *The tactics of change: Doing therapy briefly*. San Francisco: Jossey-Bass. ISBN-13: 978-0875895215
- Flemons, D. G. (1991). Completing distinctions: Interweaving the ideas of Gregory Bateson and Taoism into a unique approach to therapy. Boston, MA: Shambhala. ISBN: 1-57062-669-3
- Gehart, D. (2016). Theory and treatment planning in family therapy: A competency-based approach. Boston, MA: Cengage Learning. ISBN-13: 978-0840028600
- Gehart, D. (2014). *Mastering competencies in family therapy: A practical approach to theories and clinical case documentation* (2nd ed.). Belmont, CA: Brooks/Cole.
- Johnson, S. (2002). *Emotionally focused couple therapy with trauma survivors: Strengthening attachment bonds.* New York, NY: Guilford Press. ISBN: 1-59385-165-0
- Knudson-Martin, C., Wells, M.A., & Samman, S. K. (2015). Socio-emotional relationship therapy: Bridging emotion, societal context, and couple interaction. New York, NY: Springer. ISBN: 978-3-319-13398-0
- Madigan, S. (1996). The politics of identity: Considering community discourse in the internalizing of internalized problem conversations. *Journal of Systemic Therapies*, 15(1), 47-62.
- McDowell, T., Knudson-Martin, C., & Bermudez, J. M. (2018). *Socioculturally attuned family therapy: Guidelines for equitable theory and practice.* New York, NY: Routledge.
- Minuchin, S., Reiter, M.D., & Borda, C. (2014). *The craft of family therapy*. New York, NY: Routledge. ISBN 978-415-70812-8

- Penn, P. (1985). Feed-forward: Future questions, future maps. *Family Process*, 24, 299-310. doi:10.1111/j.1545-5300.1985.00299.x
- Tomm, K. (1987). Interventive interviewing: Part II. Reflexive questioning as a means to enable self-healing. *Family Process*, 26, 167-183. Doi:10.1111/j.1545-5300.1987.00167.x
- White, M., & Epston, D. (1990). *Narrative means to therapeutic ends*. New York, NY: W.W. Norton. ISBN-13: 860-1419312795
- Dittilio, F. M., Jongsma, A. J., & Davis, S. (2014). *The family therapy treatment planner, 2nd Ed.* New York, NY: Wiley

COURSE DESCRIPTION

This course includes:

- Eight hours weekly at the LC clinic—includes two hours in addition to scheduled class time for reviewing your videos, completing treatment plans & case notes, etc. Students are expected to participate in case observation when not in session themselves. On occasion, students may need to return to the clinic to address emergency client concerns.
- 2-3 days at an externship site—includes supervision, client contact, and engagement in all responsibilities expected at your placement

This internship provides experience in applying family therapy theory to clinical practice in our departmental clinical training facility, the L&C Community Counseling Center, while concurrently beginning an externship in a community agency. Through live supervision and team consultation, students will have the opportunity to apply a variety of systemic ideas and practices reflective in social justice based Marriage and Family Therapy approaches. Throughout your clinical practice, you will participate in group and individual supervision. You may be asked to meet with your supervisor alone or with one other MFT trainee in the program. Individual supervision is defined as no more than two supervisees meeting with a supervisor face to face. Depending on your location, you will also meet as a group with up to 10 other MFT students who are working at various sites. This group supervision will be led by an AAMFT Approved Supervisor candidate.

The majority of supervision (at least 50%) must be based on raw data (i.e., live observation/video-tapes of sessions with clients or co-therapy with your supervisor). These arrangements must be maintained during academic breaks when you are not actually enrolled in the course but are seeing clients through your affiliation with Lewis and Clark College. This syllabus serves as a contract between you, the program, and your individual faculty supervisor. Before you graduate, you must complete 500 hours of direct client contact (200 relational) and 100 hours of supervision as detailed in the MCFT Clinical Training Handbook.

COURSE OBJECTIVES

As a result of this course students will:

1. Apply their developing skills and understanding of systemic clinical processes to

- treatment planning and practice of marriage, couple, and family therapy.
- 2. Engage in self-reflection and supervision practices that facilitate development of clinical skills.
- 3. Integrate family therapy theory, equity, and social location issues in clinical practice.
- 4. Demonstrate ethical clinical judgment in consultation with supervisor and practicum group.

Throughout your clinical experience and supervision, you will be working on numerous areas of your clinical work. Areas that will be included in your evaluation at the end of the semester are outlined at the end of this document. Please review them.

COURSE REQUIREMENTS

1. Attendance, participation, disposition, and dress code

- Timely attendance and active participation in all activities is expected.
- Participate in supporting the professional development of all class members.
- Keep your supervisor informed regarding the status of all of your cases.
- Contact your supervisor immediately should you encounter a clinical emergency or suspect the need to report abuse or neglect.
- Dress code: business casual. How you dress always conveys a social message, even if none is intended. Avoid short skirts and low cut chest exposing shirts.
- Learn how to use the recording equipment and computer related technology.
- Clean up after yourself and keeping the clinic space neat and clean.

2) Ethics

Practice according to the American Association for Marriage and Family Therapy (AAMFT) code of ethics and the Oregon State Laws. Inform your individual supervisor, CPSY 582 instructor/group supervisor, and/or the program clinical coordinator of any potential ethical or legal infractions you may be involved in or know about.

3) Documentation—REQUIRED TO RECEIVE CREDIT FOR THE SEMESTER

- HOUR LOGS. Document your clinical contact and supervisor hours on monthly summaries and have your supervisors sign them each month.
- SUPERVISEE EVALUATION AND SIGNATURE FORM. Approximately one month before the end of the term (mid March), arrange for each of your supervisors to complete an electronic supervisee evaluation *and* print you a copy. (They will be sent a link from the program). Then meet with each of your supervisors to review it and complete the signature and goals form.
- BEFORE April 29, 2020
 - O Submit copies of your Dec-April monthly hour summaries to Ayshia in the CPYS office. amoua@lclark.edu.
 - On Taskstream, upload a copy of each of your supervisor's evaluations of your clinical development with the signed Signature and Goal statement.
 - o On Taskstream, complete a confidential evaluation of each of your supervisors.

Each of the above MUST be completed before your instructor can give you your grade for the semester.

4) Supervision

- Let your supervisor know about any situations that might limit your ability to perform your clinical role. Inform your L&C supervisor and Jessica Thomas (clinical director) of any problems you experience in your off-site placement
- Let your supervisor know when supervision is and isn't "working" for you so that you can maintain a positive working relationship.
- Be involved and offer input about all cases presented during supervision, even if you are not directly seeing the clients.
- Maintain contact and respond in a timely manner to clients and other professionals.
- Complete any additional requirements agreed on by you and your supervisor(s)

5) Review Clinical Work

- Review video of your clinical work on a weekly basis.
- Complete all assignments as outlined below.

6). Professional Practice

- Adhere to all policies, procedures, and expectations at each clinical site.
- Maintain complete and timely case notes.
- Maintain professional image and relationships.

COURSE ASSIGNMENTS

The following assignments are also required to receive course credit. Unprofessional behavior and/or failure to demonstrate appropriate clinical progress could also result in **No Credit** for the course.

- **1. Participation** Our practicum works as a clinical team. It is important to arrive promptly for all class meetings and fully engage in all class and clinical activities.
- **2. Readings.** Read the assigned/agreed upon readings prior to class. As you read them, reflect upon their application to your cases or other cases you've observed. Engage in shared discussion of the clinical questions, ideas, or applications raised from the readings.

3. Clinical skills development.

- A. Review video of your clinical work on a weekly basis.
- B. Participate in discussion of own and other group members' clinical cases.

4. Final Presentation

Each student will conclude the 12 month internship at the L&C clinic with a final presentation designed to showcase their approach to systems/relational therapy. Rather than presenting issues for which you seek help, this is your opportunity to demonstrate to the group what you have learned and to claim your evolving professional identity. The components are described on the next page.

- A. Over the course of the semester, identify aspects or moments of your clinical work that you believe best reflect your therapeutic approach.
- B. Consider which theory you use as an organizing foundation for your work and how you may integrate concepts or skills from other approaches. Claim a theoretical position.
- C. Prepare a 60 minute presentation that includes:
 - 1. What you see as the most significant aspects of your clinical development over time
 - 2. A brief overview of the theoretical approach with which you identify
 - 3. At least two video segments that highlight your approach (how you work)
 - 4. Following this formal presentation, the group will offer reflections (includes 30 mins).

CPSY DEPARTMENTAL ATTENDANCE POLICY

Class attendance is expected and required. Any missed class time will be made up by completing extra assignments designed by the instructor. Missing more than ten percent of class time may result in failure to complete the class. This would be 4.5 hours of a 45 hour class (3 credits), 3.0 hours for a 30 hour class (2 credits) or 1.5 hours for a 15 hour class (1 credit.) In case of extreme hardship and also at the discretion of the instructor, a grade of incomplete may be given for an assignment or the entire course. In such cases, the work to be submitted in order to remove the incomplete must be documented appropriately and stated deadlines met. Students are expected to be on time to class and tardiness maybe seen as an absence that requires make-up work.

DISABILITY SERVICES STATEMENT

If you have a disability that may impact your academic performance, you may request accommodations by submitting documentation to the Student Support Services Office in the Albany Quadrangle (503-768-7192). After you have submitted documentation and filled out paperwork there for the current semester requesting accommodations, staff in that office will notify me of the accommodations for which you are eligible.

NON-DISCRIMINATION POLICY

Lewis & Clark College adheres to a nondiscriminatory policy with respect to employment, enrollment, and program. The College does not discriminate on the basis of race, color, creed, religion, sex, national origin, age, handicap or disability, sexual orientation, or marital status and has a firm commitment to promote the letter and spirit of all equal opportunity and civil rights laws.

DISCLOSURE OF PERSONAL INFORMATION

The Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE) requires the program to have "established policies for informing applicants and students regarding disclosure of their personal information" (COAMFTE Standard 140.02, 2003). Each student should decide for him/herself what information to disclose. Students are advised to be prudent when making self-disclosures. The program cannot guarantee confidentiality of student disclosures given the group environment, although personal comments should be considered private and confidential – and remain only in the classroom – unless an exception to confidentiality applies.

CELL PHONES

Cell phones must be silenced and text messaging is not allowed during class time. If there is an emergency you may exit the class to use your cell.

EVALUATION AND GRADING

Grade is Credit/No Credit. To pass, students must complete all requirements and assignments as described, including submitting end-of-term evaluations of each supervisor and their evaluations of their supervisors uploaded on Taskstream. Failure to receive credit means that the student may not move forward into the next term of internship and administrative withdrawal from the program. Your supervisors will evaluate your clinical progress based on the criteria attached at the end of this syllabus.

COURSE SCHEUDULE

2:00-2:15 Check in, assign new cases, and supervision schedule for the day

2:15-2:45 Discuss application of readings

2:45-3:45 Video presentations

3:45-4:00 Break

4:00-8:00 Live supervision

Weekly readings are to be completed for the day indicated. Students are expected to be prepared to discuss the ideas and concepts discussed in the readings and are responsible for all of the assigned readings, whether or not they are discussed in class.

Date	Topic/Presentations	Reading
Jan. 8	Team plans for the semester	
	Open case consultation and video review	
Jan. 14	Open case consultation and video review	Self-directed literature review
Jan.21	Open case consultation and video review	Self-directed literature review
Jan. 28	Open case consultation and video review	Self-directed literature review
Feb. 4	Open case consultation and video review	Self-directed literature review
Feb. 11	Open case consultation and video review	Self-directed literature review
Feb. 18	Open case consultation and video review	Self-directed literature review

Feb. 26		Self-directed literature
	Case Presentation	review
		Natasha
March 4	Case Presentation	Self-directed literature
		review
		Ashley, Helix
March 11	Case Presentation	Self-directed literature
		review
		Carly, Annie
March 18	Case Presentation	Self-directed literature
	Arrange off-site supervisor	review
	evaluations	Melissa
March 24		
	Spring Break	
April 1	Plan for case transfers	Self-directed literature
_	Open case consultation	review
	OFF SITE SUPERVISOR	
	EVALUATIONS DUE	
April 8	Plan for case transfers	Self-directed literature
-	Open case consultation	review
April 15	Plan for case transfers	Self-directed literature
	Open case consultation	review
April 22	ALL FINAL DOCUMENTATION	
	MATERIALS DUE (no grade without	
	completion)	

EXPECTED CLINICAL SKILLS

By the end of the term, you will be expected to demonstrate the skills listed as internship 3.

1. *Therapeutic Alliance* (convey respect to all clients; join and maintain relationship with all members of system; uses self of the therapist to promote working alliance, and attends to the impact of power on the therapeutic system) SLO 2.1, 4.2 & 4.3

Internship 1.	Internship 2.	Internship 3. Recognizes	Internship 4.
Seeks to	Joins and maintains	societal influences on	Skillfully manages
understand and	connection with all	therapeutic alliance and	relationship with family
empathize with	members in the relationship	seeks to engage silenced or	members to counteract
each person's	system, including those who	overlooked voices and	societal power imbalances
perspective.	may not be present.	perspectives.	and facilitate their
			engagement with each
			other.

2. Structuring and managing therapy (explain practice setting rules, fees, rights, and responsibilities; determine who should attend therapy and in what configuration; establish and reviews goals; evaluate clients' outcomes for the need to continue, refer, or terminate therapy) SLO 4.2

Internship 1.	Internship 2.	Internship 3.	Internship 4.
Follows basic clinical	Attends to impact of	Interventions regularly	Consistently manages
and procedures,	larger relational systems	reflect a plan to attain	progression of therapy
documents	and considers who best	goals; Works with clients	toward attainment of
appropriately, and	to involve; Organizes	to establish and review	systemic treatment goals.
obtains measurable	flow of the session; goals	systemic goals and	
goals in collaboration	are related to	outcomes; Engages	
with client.	interventions.	relevant systems &	
		relationships.	

3. *Perceptual competency* (identify patterns of interaction; distinguish process from content; identify self as part of the system; develop hypotheses regarding relationship patterns & their bearing on the presenting problem; understand issues related to social justice, cultural democracy, and power) SLO 1.1, 1.2, & 4.2

Internship 1.	Internship 2.	Internship 3.	Internship 4.
Is developing a	Able to distinguish	Regularly recognizes and	Consistently recognizes the
systemic lens to	process from content in	focuses on patterns of	interconnections among
expand presenting	session; Recognizes	interaction and considers	biological, psychological, and
issues and content to	issues related to social	how these relate to larger	social systems, including the
hypotheses	justice and cultural	societal processes.	impact of power on the
regarding interaction	democracy. Reflects on	Observes impact of self in	presenting issues and own
patterns and	own role in the	the therapeutic process.	role in the therapeutic
relational and socio-	therapeutic process.		system.
contextual			
processes.			

4. *Intervention skills* (link interventions to theory; intervene intentionally and consistently throughout the therapeutic relationship; follow up on interventions; formulate and alter treatment plan as needed; match treatment modalities and techniques to clients' needs, goals, and values; Deliver interventions in a way that is sensitive to special needs of clients (e.g., gender, age, socioeconomic status, culture/race/ethnicity, sexual orientation, disability, personal history, larger systems issues of the client). SLO 2.2, 4.2, & 4.3

~11	nent). SEO 2.2, 4.2, & 4.3				
F	Internship 1.	Internship 2.	Internship 3.	Internship 4. Uses a variety	
	Applies techniques	Uses a variety of clinical	Expanded intervention	of skills to achieve specific	
	from at least one	skills, and is beginning to	skill set; Emerging ability	systemic goals; consistently	
	systemic therapy	connect them to a clear	to link skills to overall	attuned to client's unique	
	approach.	overall focus or systemic	systemic approach;	social location	
		rationale.	recognizes larger context		
			issues and applies		
			appropriate interventions.		

5. Contextual awareness, knowledge and skill (demonstrate of integration of family therapy theory, equity, and social location issues in clinical practice; recognize impact of interventions on wider system; apply systems/relational theories to clinical case conceptualization; recognize how different techniques may impact the treatment process and larger systems issues of justice and power. SLO 2.1, 2.2, & 4.2

Internship 1.	Internship 2.	Internship 3.	Internship 4.
Identifies own	Recognizes issues of	Sessions expand	Clinical practice regularly
cultural biases and	justice and power in	contextual awareness &	demonstrates integration of
assesses relevant	session and attempts to	counteract societal	family therapy theory,
larger systems	respond to these in	inequities; increased	equity, and social location
issues.	systemic treatment	ability to integrate	issues.
	planning.	attention to larger	
		systems issues with family	
		therapy models.	

6. Assessment and diagnosis (Consider physical/organic, social, psychological, and spiritual problems that can cause or exacerbate emotional/interpersonal symptoms; diagnose and assess client behavioral and relational health problems systemically and contextually; identify clients' strengths, resilience, and resources; evaluate level of risks; manage risks, crises, and emergencies; complete effective assessments and appropriately use the DSM V) SLO 1.3. 4.2, 4.3

Internship 1.	Internship 2.	Internship 3.	Internship 4.
Completes case	Draws on observation	Regularly Integrates	Demonstrates integrated
assessments for each	and formal assessments	multiple levels of analysis	case conceptualization
case that take into	to formulate systemic	and theories in	across multiple levels of
account multiple	hypotheses that connect	conceptualizing and	analysis that guides in-
systemic levels; able	to goals, diagnoses, and	managing a case	session clinical decisions and
to assess level of risk	intervention, including	(biological, sociological,	case management
and seek help as	management of risks and	interpersonal, spiritual,	
needed. Routinely	crises and relevant DSM	etc.), including areas of	
identifies areas of	diagnoses.	resilience and relevant	
resilience.		DSM diagnoses.	

5. **Multiple Systems** (understand and work along-side other recovery-oriented behavioral health services; develop and maintain collaborative working relationships with referral resources, other practitioners involved in the clients' care, and payers. Work collaboratively with other stakeholders, including family members, other significant persons, and professionals not present; respect multiple perspectives) SLO 4.2

Internship 1.	Internship 2.	Internship 3.	Internship 4. Works
Aware of scope of	Practices within scope of	Recognizes own clinical	collaboratively with other all
practice of MFTs and	MFT, makes appropriate	contributions within an	other stakeholders as they
identifies other	referrals, and attends to	interdisciplinary system of	intersect in client care.
persons and	other stakeholders,	care; engages family	
professionals	whether or not present.	members and other	
significant to the		significant persons.	
case.			

8. **Research** (using knowledge of current MFT and other research and ability to critique qualitative and quantitative research to inform clinical practice; discern the implications of the sociopolitical context within which research is produced and applied; draw on the research literature relevant to family therapy in case planning, and seeks opportunities to participate in research and evaluate own practice. SLO 3.2 & 4.2

Internship 1.	Internship 2.	Internship 3.	Internship 4.
determining relevance of	Seeks opportunities to read and/or participate in research and begins to apply to own practice.	Critically evaluates research related to the family therapy and integrates into case planning.	Critically uses research to improve and evaluate own practice.

9. Self of the Therapist (monitor attitudes, personal well-being, personal issues, and personal problems to insure they do not impact the therapy process adversely or create vulnerability for misconduct; monitor personal reactions to clients and treatment process; self-reflection on the implications of own and other's social location in clinical practice). SLO 2.1 & 4.2

Internship 1.	Internship 2.	Internship 3.	Internship 4.
Open to feedback	Is aware of how own	Is aware of implications of	Draws on consciousness of
from other students,	values, ideas, and social	own and other's social	social context and self-
clients, and	position influence	location during therapy	awareness to flexibly
supervisors and uses	therapy and seeks	sessions	respond to complex clinical
it positively.	consultation to increase		issues.
	self-awareness.		

10. Social Justice Advocacy (demonstrate awareness and sensitivity to issues of power and privilege as they relate to therapist and client intersecting identities and social roles; maintain humility; use privilege to promote social equity; dedication to social justice and global citizenship) SLO 2.2, 4.2., & 4.3

Internship 1.	Internship 2.	Internship 3.	Internship 4.
Articulates and	Demonstrates cultural	Explores own use of	Uses privilege
applies systemic	humility and emphasizes	power and privilege as	collaboratively with client(s),
social justice	client strengths and choice in case	they relate to therapist	agencies, family members,
principles in case	choice in case conceptualization,	roles and development,	and other systems to
planning and	treatment planning, and	intersect with dient	empower and promote
supervision.	obtaining needed	identities and roles, and	social equity and client
	services.	foster global citizenship.	interests.

11. Legal/Ethical Practice (know and follow the AAMFT Code of Ethics, standards of practice, and State Laws and regulations for the practice of marriage/couple and family therapy; understand the legal requirements and limitations, as well as case management issues, for working with vulnerable populations; provide competent service according to the AAMFT code of ethics and core competencies; understand and use appropriate processes for making ethical decisions; seek guidance from supervisors). SLO 4.1 & 4.2

Internship 1.	Internship 2.	Internship 3.	Internship 4.
Knows legal, ethical,	Can apply ethical,	Expands ethical awareness	Has developed a process for
and professional	legal, and professional	and professional	addressing ethical issues in
standards of practice	standards of practice	responsibility to include	case conceptualization/
that apply to MFT.	appropriately in	gender, culture, SES, power,	management and
	therapy.	and privilege.	professional responsibility.

12. Professionalism (recognize when clinical supervision or consultation is necessary; consult with supervisors if personal issues, attitudes, or beliefs threaten to adversely impact clinical work; utilize supervision effectively; integrate supervisor/team communications into treatment; set appropriate boundaries, manage issues of triangulation, utilize time management skills, and develop collaborative working relationships; maintain complete, relevant case notes in a timely manner; complete all required paperwork, letters, contacts, etc. in a professional and timely manner; contact referral sources/other professionals involved in a timely manner and sharing relevant information; maintaining a professional image, professional boundaries, and positive relationships with colleagues). SLO 4.2

Internship 1.	Internship 2.	Internship 3.	Internship 4.
Engages in	Demonstrates initiative in	Appropriately utilizes	Effectively engages with
professional manner	carrying out professional	consultation and	other stakeholders,
within clinical	responsibilities associated	communication with	family members,
setting; seeks and	with role as therapist;	supervisor, treatment team,	professionals, or
utilizes supervision.	identifies specific	and other stakeholders into	significant persons in the
	supervision needs; and	the treatment process;	treatment process and in
	maintains positive	supports the professional	the workplace.
	workplace relationships.	development of colleagues.	