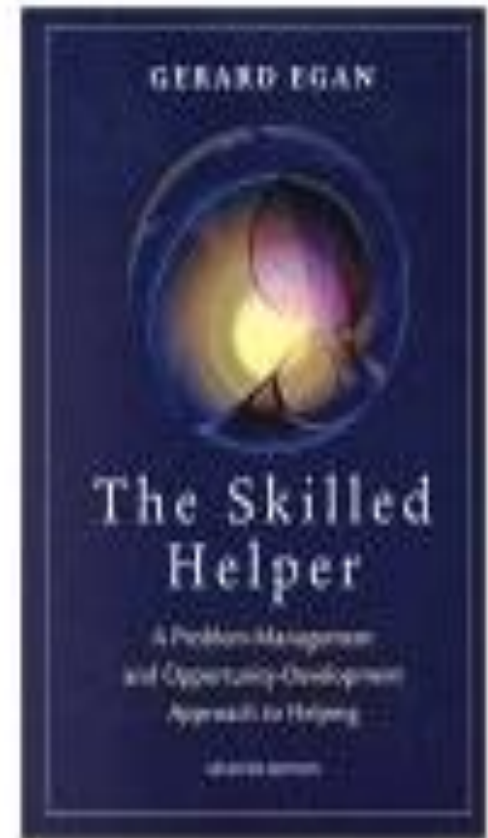

The Skilled Helper Gerard Egan





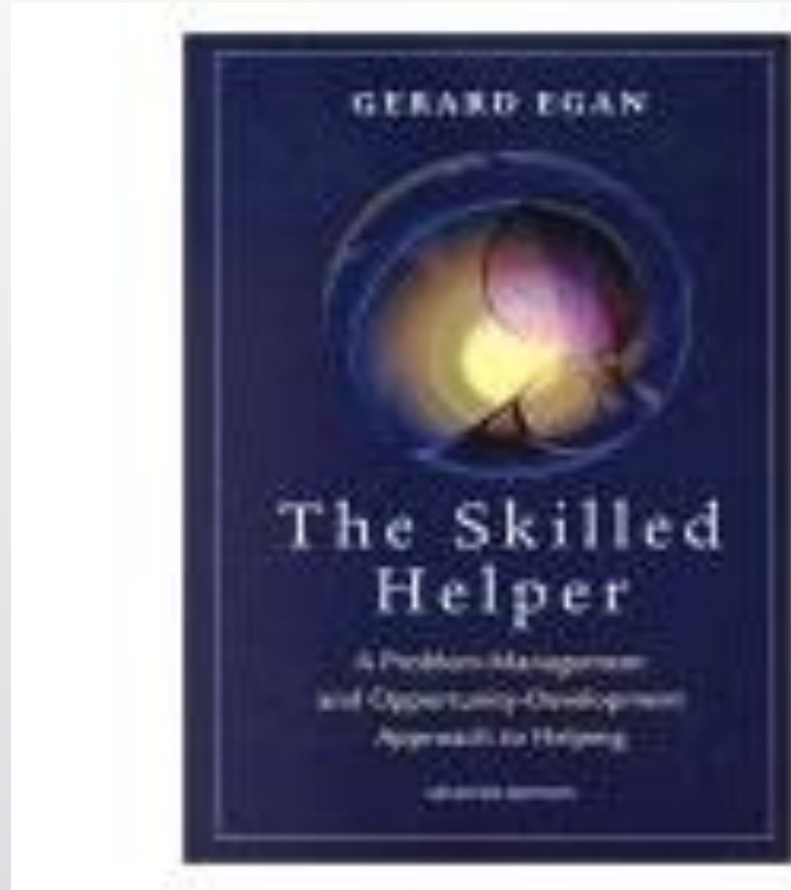
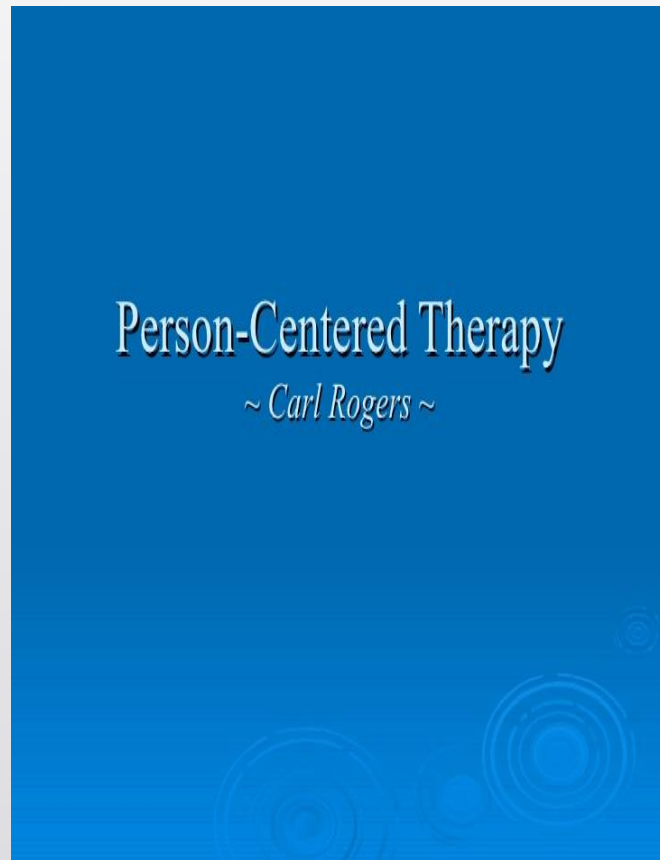
Learning outcomes:

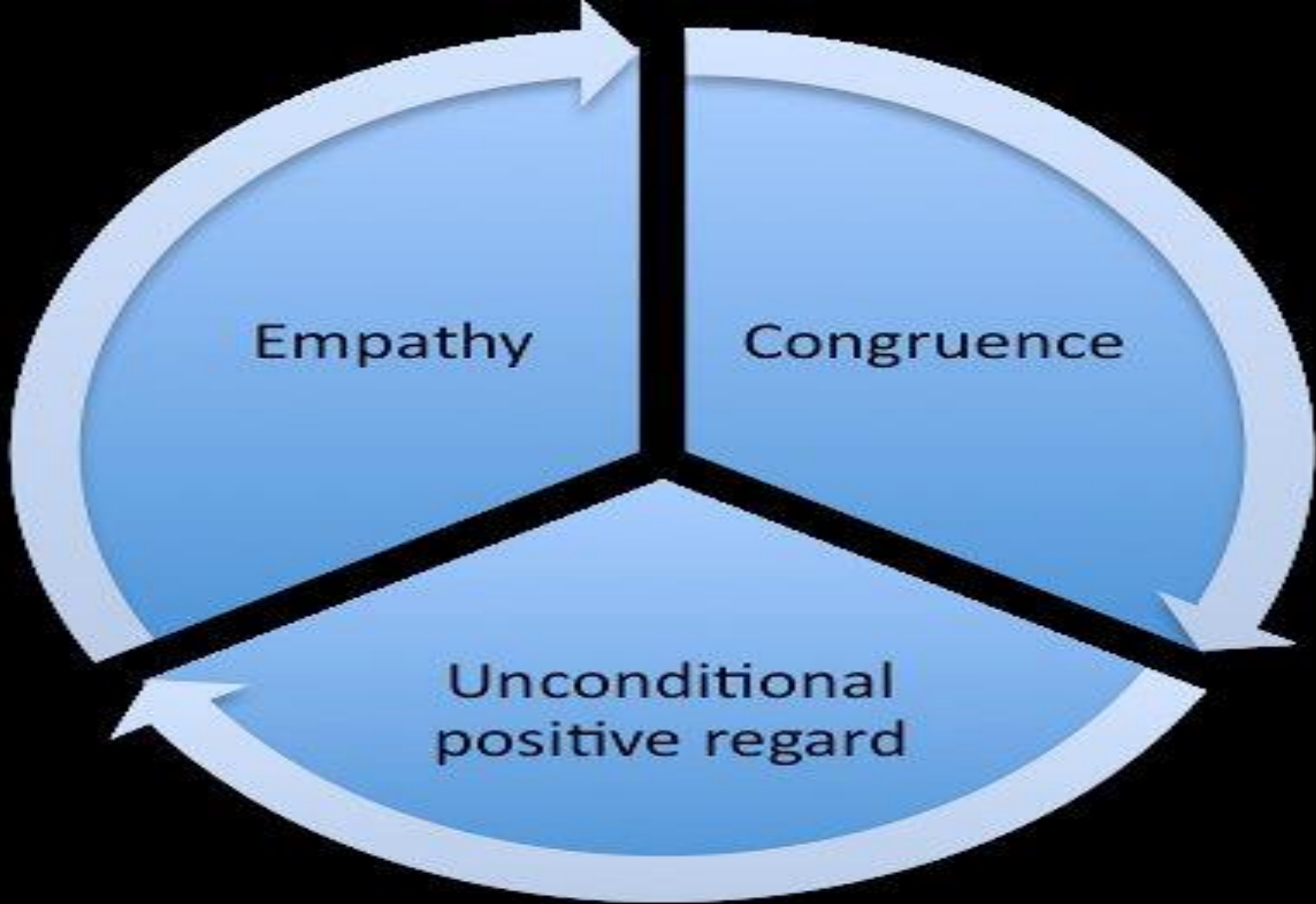
By the end of this lesson, you will be able to:

- Describe the three stages in an Egan helping situation.
- Understand the difference between the work of Gerard Egan and Carl Rogers



IT'S ALL IN THE NAME....







Gerard Egan



Gerard Egan

- There is little biographical information in the public domain on Egan
- The 3rd of 4 boys, he has spent most of his life in Chicago.



Gerard Egan

- ❑ His parents were born in Ireland and moved to the US on their honeymoon.
- ❑ His mother had a 'pragmatic approach to life'
- ❑ School and church were demanding and family and community life easy going.

Gerard Egan

- ❑ He took Latin and Greek as an undergraduate and then an MA in Philosophy.
- ❑ When teaching Philosophy he became interested in Psychology and then obtained a PhD in Clinical Psychology.

Gerard Egan

- ❑ Used very often in business and industry. He works with senior managers to look at relationships, strategies for business and organisational effectiveness, HR development, leadership and the design of management.
- ❑ Anyone can develop helping skills
- ❑ He has written over 20 books and lectures and consults around the world.

Gerard Egan

- ❑ He thinks that the problems experienced by people were **more to do with external factors rather than internal factors.**
- ❑ Accordingly, started off with some of Rogers ideas, but he went further than Rogers and developed a model of helping based on a **helper skilled** in assisting with the development of **problem solving capacities and opportunity developments.**



What are the main problems people present:

- ❑ Problem management, including facing up to the fact that some problems may not be able to be resolved
- ❑ Skill acquisition, if people acquire skills they could solve their own problems

Gerard Egan

- Although Egan is a proponent of the core conditions, he feels they **are not SUFFICIENT** and that you need action as well – **doing rather than being.**
- He produced a map to show the process of facilitation and change so that you can see where you are and where you're going. [#]



Gerard Egan

- The map shows logical steps in the process of change.
- His model is based on exploration, understanding and action.



The originator and the models

- ☐ Both men
- ☐ Both background in religion
- ☐ But very different in context



Egan's model can be summed up as.....

- **What do I want and how am I going to get there?**



SKILLED HELPER MODEL

- ❑ Firmly grounded by the core conditions but goes further
- ❑ **‘Doing’** is as important as **‘being’**
- ❑ Skilled Helper model continually refined
- ❑ Has been described as **‘Think’, ‘Judge’, Act**
(Egan, 1975, Coles, 1996)



SKILLED HELPER MODEL

- ❑ Based on American 'can do' optimism
- ❑ He **liked the relationship-building** practices of the person-centred approach, and some of the **challenging practices** of cognitive approaches, and the **getting-into-action** practices of behavioural approaches.



SKILLED HELPER MODEL

- ❑ Egan carefully stitched together a model **consisting of** the most useful (in his view) practices of **several different approaches**, and **constructed a 3 stage model** of counselling in which the different approaches are utilised at different stages in the counselling relationship.



SKILLED HELPER MODEL

- ❑ Egan was **not** overly **concerned about theoretical or philosophical** consistency, preferring to **rely on the efficacy of the skilled helper model** to achieve what he intended it to achieve.



EGAN'S SKILLED HELPER MODEL

- ❑ Even if we have skills, we don't always use them
- ❑ Help clients to **use** these **under used skills**, so **focuses** on the **positive and their strengths**

/TM



Imagining a better future.....

- Draws attention to **the possibility of a better future**



QUESTIONS

- ☐ More directive and more questioning
- ☐ Closed
- ☐ Open

Overall aims of counselling as a 'skilled helper'

- ❑ Provide a **quiet confidential environment**
- ❑ **Enable the client to talk openly** about themselves without being judged
- ❑ **Help the client gain greater awareness** of themselves and their situation
- ❑ Focus on ways to help **them manage their problems and develop opportunities**





SKILLED HELPER MODEL

- ❑ Worked **with problem management** and **skills deficiency**, even if we have skills, we don't always appreciate them, or use them
- ❑ Wanted to help clients use these under-used skills, so **focussed on the positive** and their **strengths**



SKILLED HELPER MODEL

- Believed that **people with problems** tend to **dwell on their weaknesses**, so drew attention to the possibility of a better future...



The Three Stage Model

- ❑ **Stage one:** The problem situation as it is.
Understanding where the client is now
- ❑ **Stage two:** The clients preferred scenario.
- ❑ **Stage three:** Action programs to bring about the preferred scenario

Stage 1
What's going on?

Stage 2
What's solutions make
sense to me?

Stage 3
How do I get what
I need or want?

Story

Possibilities

**Possible
Strategies**

Blind spots

**Change
Agenda**

Best fit

Leverage

Commitment

Plan



How do I make it happen?



EGAN SKILLED HELPER STAGES : **What is going on?**

- STORY



EGAN SKILLED HELPER STAGES : **What is going on?**

- BLIND SPOTS



EGAN SKILLED HELPER STAGES : **What is going on?**

- LEVERAGE



EGAN SKILLED HELPER STAGES : A **better future**

- **POSSIBILITIES**



EGAN SKILLED HELPER STAGES : A **better future**

- CHANGE AGENDA



EGAN SKILLED HELPER STAGES : A **better future**

- COMMITMENT



EGAN SKILLED HELPER STAGES : HOW DO I GET WHAT I NEED/WANT?

- **THINK ABOUT STRATEGIES**



EGAN SKILLED HELPER STAGES : HOW DO I GET WHAT I NEED/WANT?

- **BEST FIT**



EGAN SKILLED HELPER STAGES : HOW DO I GET WHAT I NEED/WANT?

- A PLAN!

A SMART PLAN



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SMART

- Specific
- Measurable
- Achievable
- Relevant
- Time scaled





EGAN SKILLED HELPER STAGES

- **REVIEW**



Summary continued ...

- Clinicians and clients should **always** know where they are in the process of change
- The helping model can help everybody “keep track” so they are always moving forward
- Provides a map of the helping process



Summary continued ...

- Unlike Rogers, addresses the shadow side of human nature
- Emphasises unrecognised and unused resources of clients
- Understand client in terms of social context and environment
- Transitions as development task



How?

- ☐ Core conditions
- ☐ Skills
- ☐ **Open** questions
- ☐ Focussing on main issue or theme – the **most gain** for the **least effort**
- ☐ Negative/Positive Cycles



Summary cont ...

- ❑ For Egan, learning, change and adaption come about through ACTION
- ❑ Change [internal] has to be followed through by changed behaviour [external]
- ❑ Generates hope and a new vision of the future



Summary cont ...

- Helpers need:
 - ✓ Knowledge of the three stages
 - ✓ Ability to adapt these to clients needs
- The **relationship** is seen **as** the **instrument**, rather than all important, **not an end in itself**



Some Criticism of Egan

- ❑ Took out humanistic elements of Rogers
- ❑ Goal setting and human nature?



Some Criticism of Egan

- ❑ Egan accepted that goal setting is not always appropriate, Rogers maintained that his model was appropriate for everyone
- ❑ Need to manage expectations, worse case scenario



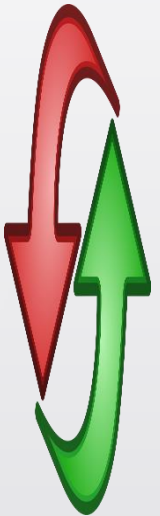
Some Criticism of Egan

- ❑ The three stages and the sub stages can be overwhelming and confusing
- ❑ Are sometimes used in a linear, rather than a fluid and flexible way



Some Criticism of Egan

- ❑ Rogerian way of working sees the person or 'self' as more important than their skills. Egan vice versa.
- ❑ Egan deals more with problem resolution





Some Criticism of Egan

- ❑ Research suggests that the relationship could be more important than specific training or skills (Durlack, 1979; Cooper, 2008).
- ❑ This model is seen by some as under evaluating this relationship



Some Criticism of Egan

- ❑ Overly rational
- ❑ Focuses on cognition,
not feelings



Some Criticism of Egan

- Is said not to be suitable for some clients, however is recognised as a good model to use with young people (Mabey and Sorensen, 1995)
- A very good model for professionals who use counselling skills

Gerard Egan

Exercise:

Do you think the core conditions are

- Necessary???
- Sufficient???



Draw something that depicts Egan's steps:

- | | |
|--------------------|-------------|
| 1. THE STORY | 7. STRATEGY |
| 2. THE BLIND SPOTS | 8. BEST FIT |
| 3. LEVERAGE | 9. THE PLAN |
| 4. POSSIBILITIES | |
| 5. CHANGE | |
| 6. COMMITMENT | |

SMALL GROUP WORK:

- Why is human development important to counsellors?
- Rogers?
- Egan?



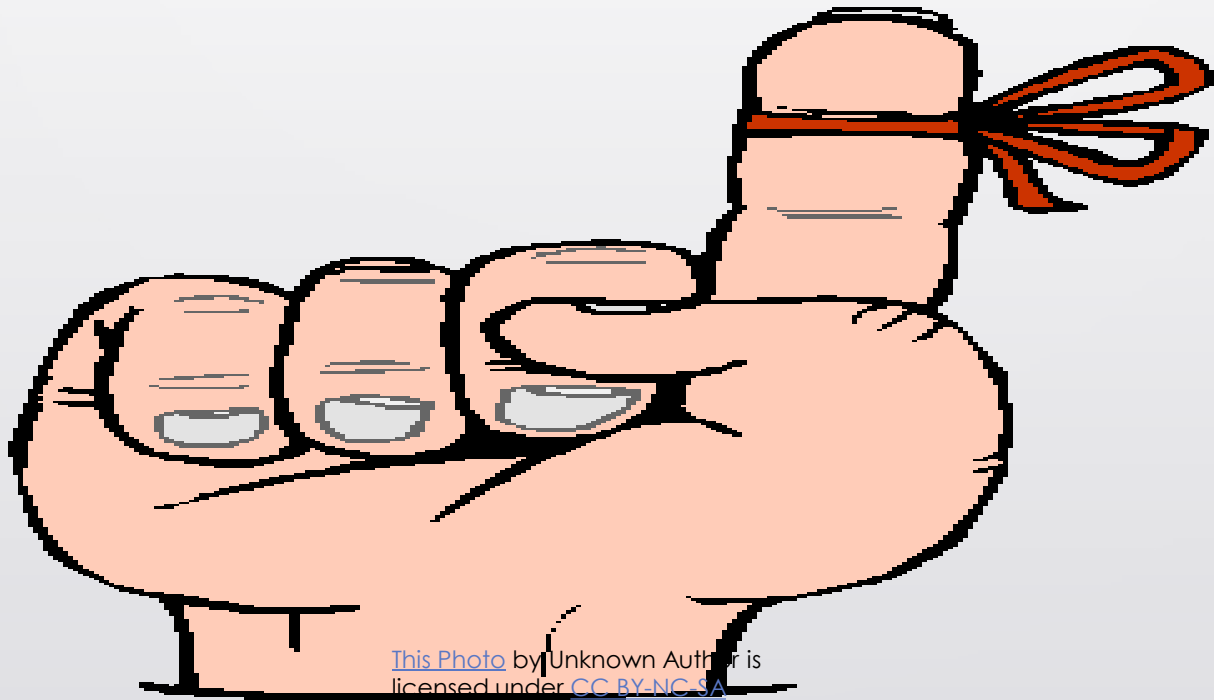


Anonymous Questions ?





Remember our learning last week on Rogers.....



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A comparison

