Taxonomy of Deliberate Practice Activities in Psychotherapy –Supervisor's Version (Version 4)

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INTERNATIONAL CENTER FOR CLINICAL EXCELLENCE

Name of Supervisor: _____

Name of Supervisee: _____

Date: _____

Objectives:
1. To develop clear and concrete learning objectives specific to the clinical population that your supervisee works with, so as to promote professional development;
2. To establish a baseline of learning goals, and to evaluate professional growth routinely (i.e., monthly), in concert with routine outcome monitoring (ROM) practices.

Overview:
There are five broad domains for deliberate practice in psychotherapy:

Structure	Hope & Expectancy	Working Alliance	Client Factors	Therapist Factors

Instructions:
1. **Know Your Supervisee's Work**: Review your supervisee's audio/video recordings of a few cases;
2. **Rate:** Go through the list of activities, then rate each of them according to your own appraisal of how your supervisee performed in each of the domains;
3. **Prioritise**: Go through your ENTIRE list again, and identify the **Top 3 Activities across all domains*** you feel your supervisee needs to work on that so that he/she can have a significant impact on improving his/her therapeutic ability to engage your client in treatment. After you have identified your top 3 activities, in order to develop a focus, we highly recommend you to help your supervisee work on **only one** of the 3 activities at a given time;
4. **Describe:** List any comments on the last column to qualify your ratings;
5. **Compare and Contrast:** Cross compare the ratings and the identified Top 3 Rankings with your supervisee. Use this as a platform for designing a learning objective;
6. **Consolidate:** Complete the **Consolidation** section at the last page, and
7. **Plan**: Finally, set aside a specific routine to review this periodically (i.e., every month). Your Top Activity to Work on may change as you develop.
   Notes:
   * Please select the TOP 3 ACTIVITIES across the entire list, not within each of the domain. It doesn't have to be the lowest scoring ones as well. Remember to complete the Consolidation Section at the end, as this will help synergise and make clear your supervisee's professional development plan.

Themes	Activities	Current Rating (0-10)	Select & Rank the TOP 3 Activities to work on*	Notes
Structure	How do you start a first session?			
	How do you start a subsequent session?			
	How do you close a session?			
	How do you elicit detailed and nuanced feedback?			
	How do you integrate the use of feedback measures into therapy?			
	How do you prepare for a planned closure of therapy?			
	Others (pls describe)			

Themes	Activities	Current Rating (0-10)	Select & Rank the TOP 3 Activities to work on*	Notes
Hope & Expectancy	How do you conduct an induction into therapy? (Optimising Expectations of Therapy) - what to expect - role of therapist, role of client - provide an acceptable and adaptive explanation for the client's distress? - Provide a treatment plan/rationale that is consistent with the explanation of client's distress.			
	How do you communicate a hopeful and optimistic stance towards your client? (generate possibilities)			
	How do you convey a sense of confidence and belief in your treatment approach?			
	Others (pls describe)			

Themes	Activities	Current Rating (0-10)	Select & Rank the TOP 3 Activities to work on*	Notes
Alliance: Effective Focus	How do you establish goal consensus in the first/subsequent sessions?			
	How do you help a client who has no clear goals in therapy?			
	How do you mobilise client's willingness to engage in a therapeutic process/activity?			
	How do you encourage your client to face, experience and deal with her or his problems?			
Alliance: The Impact Factor	How do you explicitly convey warmth, understanding, and acceptance towards your client?			
	How do you promote emotional engagement/bond/ real-relationship/ emotional safety with your client?			
	How do explicitly communicate empathic attunement?			
	How do you deepen your client's emotional experiencing?			
	How do you provide a corrective emotional experiencing with your client			

Alliance: Motivation	How do you assess and work with a client's readiness for change?			
	How do you increase homework compliance?			
Alliance: Difficulties	How do you deal with alliance rupture?			
	How do you deal with an angry client?			
	How do you deal with a client who is feeling hopeless?			
	How do you deal with strong and difficult emotions arising in the session?			
	How do you manage a client who is high risk of suicide?			
	How do you manage a client is mandated for treatment?			
	Others (pls describe)			

Themes	Activities	Current Rating (0-10)	Select & Rank the TOP 3 Activities to work on*	Notes
Client Factors	How do you tap into your client's strengths, abilities and resources?			
	How do you work with and utilise your client's values, beliefs, and cultural systems?			
	Others (pls describe)			

Themes	Activities	Current Rating (0-10)	Select & Rank the TOP 3 Activities to work on*	Notes
Therapist: The Use of the Self	How do you regulate *your* anxiety in a difficult interaction with your clients?			
	How do you manage your counter-transference towards your client?			
	How do you activate reflective functioning in-session with your clients (vs. being reactive and rational)?			
	How do you utilize self-disclosure?			
Therapist: Outside of Sessions	How do you engage in solitary deliberate practice *outside* of sessions in your typical work-week?			
Others (pls describe)				

CONSOLIDATION:

Instructions:

1. The **Top 3 Activities to Work On** identified from your taxonomy are your supervisee's **Stretch Goals.** List them in order of **priority**. It is highly recommended to narrow down and <mark>focus only on **one** of your stretch goals</mark>. This identified stretch goal must have leverage on improving outcomes, based on the existing evidence in the literature (see this **Link** for some examples);

2. There is likely to be a discrepancy with what you have identified and what your supervisee has identified on their own. This is a good place to start the dialogue. This is an iterative process. Revise it until it fits closer to your supervisee's learning needs.

3. Use the **'SMART' Goals** (Specific, Measureable, Attainable, a Timeline) to assist you in developing concrete activities your supervisee can engage in to reach his/her Stretch Goals in a given time frame, and

4. Remind your supervisee to keep their eyes on his/her Stretch and 'SMART' Goals. Remember to set aside a specific date and time to **review** your professional development plan with your supervisee. This must be done in the presence of client outcome data.

Current Date: _____   **Review Date**: _____

S/N	STRETCH GOAL (Your current Identified Top 3 Activities to Work on)	'SMART' GOAL (Specific, Measurable, Attainable, Realistic, Timeline)	Review & Reflect
1			
2			
3			