## **A Stage Development Theory of Counselor Competence**

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August, 2006		ш.	UNCONSCIOUS COMPETENCE
	II.	CONSCIOUS COMPETENCE	Typical responses:
I.	CONSCIOUS INCOMPETENCE	TYPICAL RESPONSES:	"I hear the hurt / anger / joy that you are experiencing
UNCONSCIOUS INCOMPETENCE	TYPICAL RESPONSES:	"You feel, because"	now. Let's you and me focus on these present feelings."
TYPICAL RESPONSES:  "What you ought to do about this situation is"  "When this happened to me, I"  "Well, let me tell you of an even worse situation than yours"	"Golly, can you tell me a little more about how she / he feels?"  "I don't know how I can be of help to you."  "What can I do to make you feel better about your situation?"	"I hear anger / fear / joy in your voice. Can you tell me some more about those feelings?"  " and that makes you feel"  "What I hear you saying is"	"Be aware of your eyes. I can see the tears in your eyes as you express this hurt."  "I, too, have felt such hurt — yes, it is a painful feeling. Let's stay with that hurt feeling for a while."  "The pressure to look 'OK' is great, and I sense that pressure right now, with me."
The "Unaware"	The "Novice"	The "Technician"	The "Artist"
——— Introduction to Counseling ————————————————————————————————————			