**Taxonomy of Deliberate Experience for Multicultural Orientation Activities in Psychotherapy**

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**Your Name**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Your Supervisor/Coach’s Name:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Date**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Objectives:**

1. To develop clear learning objectives specific to the Multicultural Orientation Framework (MCO) within your clinical setting in order 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) and MCO practices.

**Overview:**

There are five broad domains for deliberate experiences in psychotherapy that should infuse MCO principles:

Structure

Therapist Factors

Working Alliance

Hope &

Expectancy

Client Factors

**Instructions:**

**The goal of this activity is design training activities around these 5 domains that are MCO focused. In this process, you are charged to develop specific training activities that are MCO framed. Learning objectives are the intended target of training. The specific instructions are intended to be a detailed step-by-step process of engaging in the activity. The outcomes are the measurable results from the training, or in other words the desired outcomes. These can be short-term outcomes (e.g., immediately after the training) or longer term (e.g., months later with wider impact (e.g., reducing disparities in client outcomes).**

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| **Themes** | **Activities** | **MCO: Learning Objectives** | **MCO: Specific Instructions** | **MCO: Outcomes** |
| **Structure** | How do you start a first session? |  |  |  |
| How do you start subsequent sessions? |  |  |  |
| How do you close a session? |  |  |  |
| How do you formally elicit detailed and nuanced feedback at each session? |  |  |  |
| How do you integrate the use of feedback measures into your way of working? |  |  |  |
| How do you change your way of working in response to client feedback (e.g., the method, the frequency/dose, the provider) |  |  |  |
| How do you prepare for a planned closure of therapy? |  |  |  |
| How do you share with your client that your work together is unfolding as it should so they know progress is being made toward the resolution of their problem/concern? |  |  |  |
| How do you maintain the organization and focus in your work from session to session? |  |  |  |
|  | How do you ensure the accuracy and timing your therapeutic interventions? |  |  |  |
|  | How do the methods, techniques, and activities within and outside of formal sessions flow logically from your theory/model for helping clients? |  |  |  |
|  | Others (please describe specifically to structuring the session): |  |  |  |

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| **Themes** | **Activities** | **MCO: Learning Objectives** | **MCO: Specific Instructions** | **MCO: Outcomes** |
| **Hope & Expectancy** | How do you induct clients into therapy?   1. How do you inform them about what to expect from one session to the next? 2. How do you explain your respective roles (e.g., client, therapist)? |  |  |  |
| How does the explanation you offer for your client's distress engender hope and expectation for change? |  |  |  |
| How do you persuade the client to have a favorable assessment and acceptance of your clinical rationale and related techniques? |  |  |  |
| How do you adapt your treatment rationale to foster client engagement and hope? |  |  |  |
| How do you communicate a hopeful and optimistic stance towards your client and their problem/concerns? |  |  |  |
| How do you convey a sense of confidence and belief in you and your treatment approach? |  |  |  |
|  | Others (please describe specifically to hope and expectancy): |  |  |  |

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| **Themes** | **Activities** | **MCO: Learning Objectives** | **MCO: Specific Instructions** | **MCO: Outcomes** |
| **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 mobilize client’s willingness to engage in a therapeutic process/activity? |  |  |  |
| How do you encourage your client to confront, experience, or deal with difficult topics or problems? |  |  |  |
| **Alliance**: The Impact Factor | How do you explicitly convey warmth, understanding, and acceptance toward your client? |  |  |  |
| How do you promote emotional engagement/safety? |  |  |  |
| How do you foster a sense of mutuality with your client (e.g., responsiveness, feelings, expectations, reciprocity)? |  |  |  |
| How do explicitly communicate empathic attunement? |  |  |  |
| How do you deepen your client’s emotional experiencing? |  |  |  |
| **Alliance**: Motivation | How do you assess and work with a client’s readiness for change? |  |  |  |
| How do you increase intersession activities (e.g., homework, thinking about the therapy session)? |  |  |  |
| **Alliance**: Difficulties | How do you deal with ruptures in the alliance? |  |  |  |
| 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 at high risk of suicide? |  |  |  |
| How do you manage a client mandated for treatment? |  |  |  |
|  | Others (please describe specifically to alliance factors): |  |  |  |

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| **Client Factors** | How do you incorporate your client’s strengths, abilities, and resources into care? |  |  |  |
| How do you incorporate your client’s values, beliefs, and cultural systems into care? |  |  |  |
| How do you actively utilize chance events (positive and negative) to influence participation and progress? |  |  |  |
| How do you incorporate or build the client’s social support network? |  |  |  |
|  | Others (please describe specifically to client factors): |  |  |  |

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| **Themes** | **Activities** | **MCO: Learning Objectives** | **MCO: Specific Instructions** | **MCO: Outcomes** |
| **Therapist**: The Use of the Self | How do you regulate *your* anxiety when encountering a difficult interaction with a client? |  |  |  |
| How do you manage negative feelings toward your client? |  |  |  |
| How do you maintain appropriate boundaries and roles with your clients? (e.g., not letting personal emotions or life events bleed into/affect your clinical work) |  |  |  |
| How do you remain reflective versus reactive in session with clients? |  |  |  |
| How do you utilize self-disclosure? |  |  |  |
| How do you integrate your life experiences into your personal clinical style? |  |  |  |
| How do you operationalize empirically supported principles of effective clinical work in a way unique to you as a person? |  |  |  |
|  | How do you find the right words at the right time or in the right situation? |  |  |  |
| **Therapist**: Outside of Sessions | How do you engage in solitary deliberate practice *outside* of sessions in your typical work-week? |  |  |  |
|  | Others (please describe specifically to therapist factors): |  |  |  |

**MCO Plan:**

**Instructions:**

1. What sources of knowledge are you relying on to improve your practice related to MCO? List your top three sources and how you will deepen your understanding.
2. Who and How are you collaborating with to advance your MCO? Name the person(s) and what activities you will engage. One of those activities should be reviewing clinical video/audio and/or role-playing clinical interactions.
3. Review your MCO Goals on an ongoing basis, also setting aside a specific date and time to review your progress. Check for impact on your performance metrics.

**Current Date**: \_\_\_\_\_\_\_\_\_ **Review Date**: \_\_\_\_\_\_\_\_\_

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| **S/N** | **Sources of Knowing** | **Specific Activities** | **Review & Reflect** |
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