

Deliberate Practice Psychotherapists



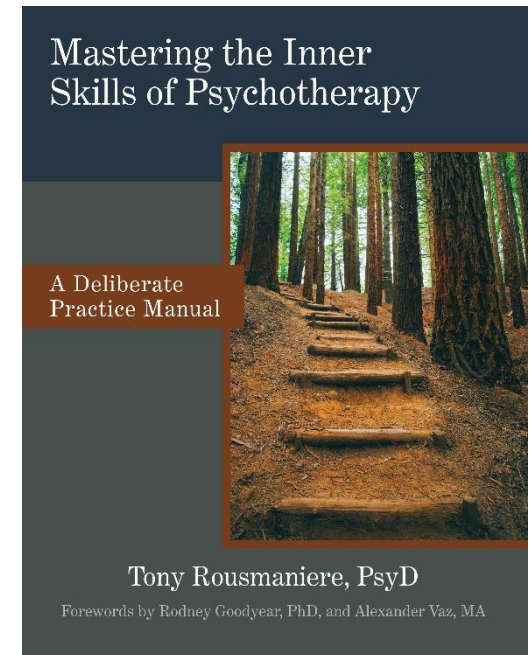
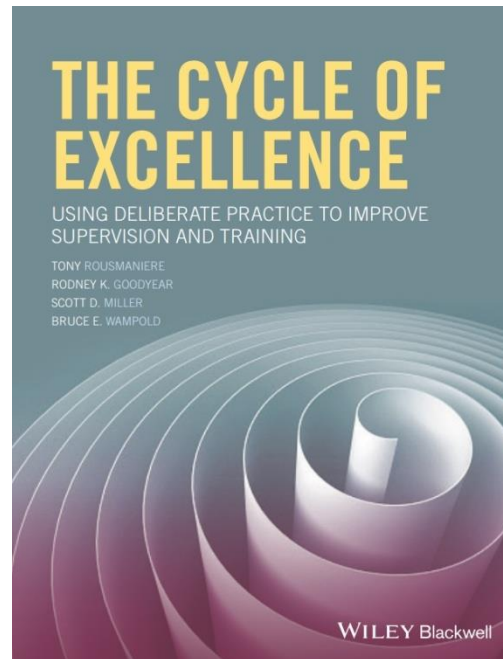
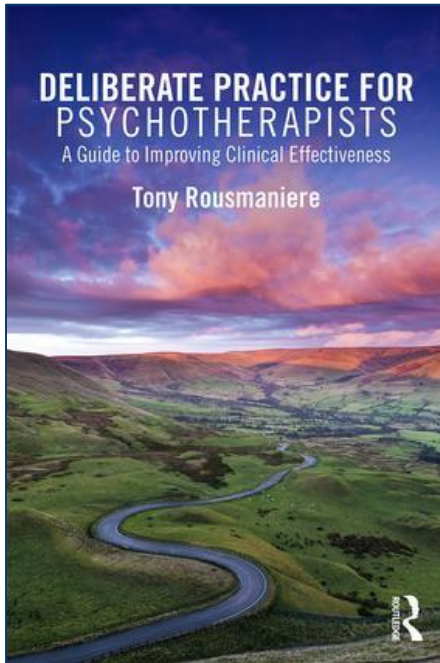
IEDTA 2019 Boston

Deliberate Practice Psychotherapists

- 25 minutes: Tony Rousmaniere (Introduction to DP)
- 25 minutes: Vidar Husby
- 25 minutes: Pal Olsen

3:05pm: 15 minute break

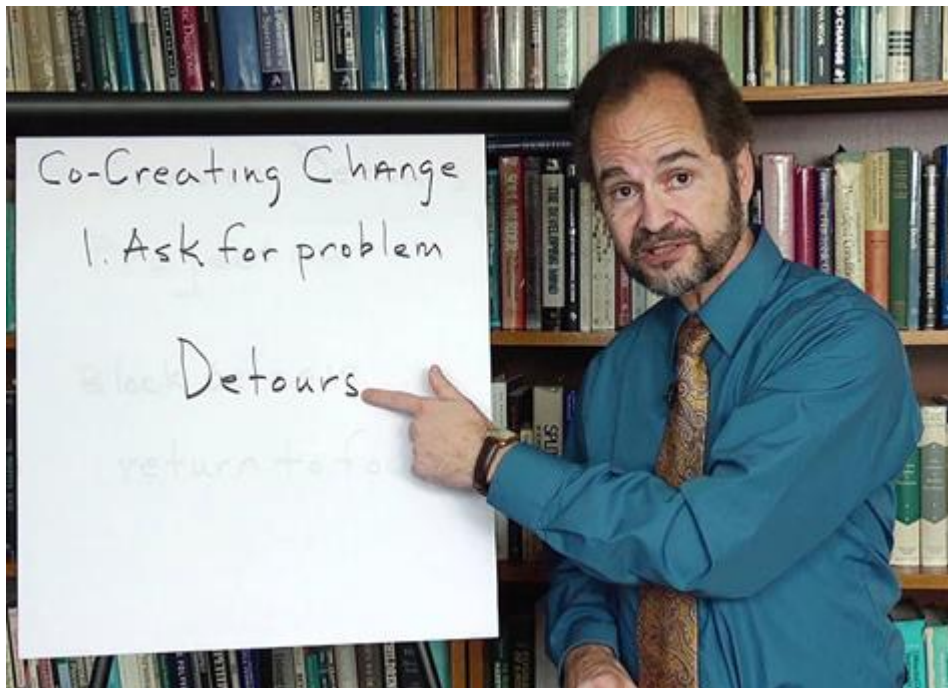
- 25 minutes: Luca Rossi
- 25 minutes: Alexandre Vaz
- 50 minutes: Panel, Q&A, discussion, live demos



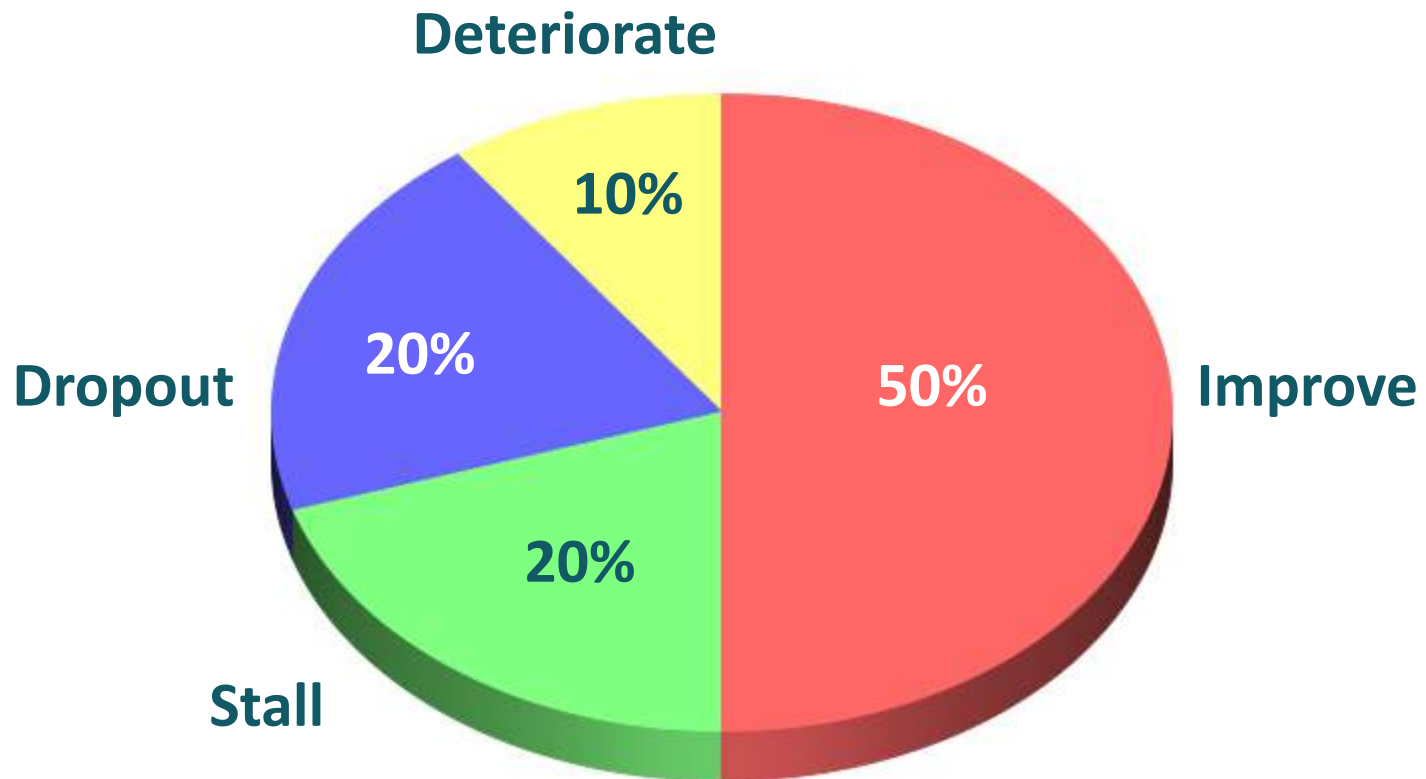
Tony Rousmaniere, PsyD
University of Washington

Free DP videos: www.dpfortherapists.com

My Career Goal



My Clinical Outcome Data



How to Improve?



Reading



Courses, Workshops, Core Training

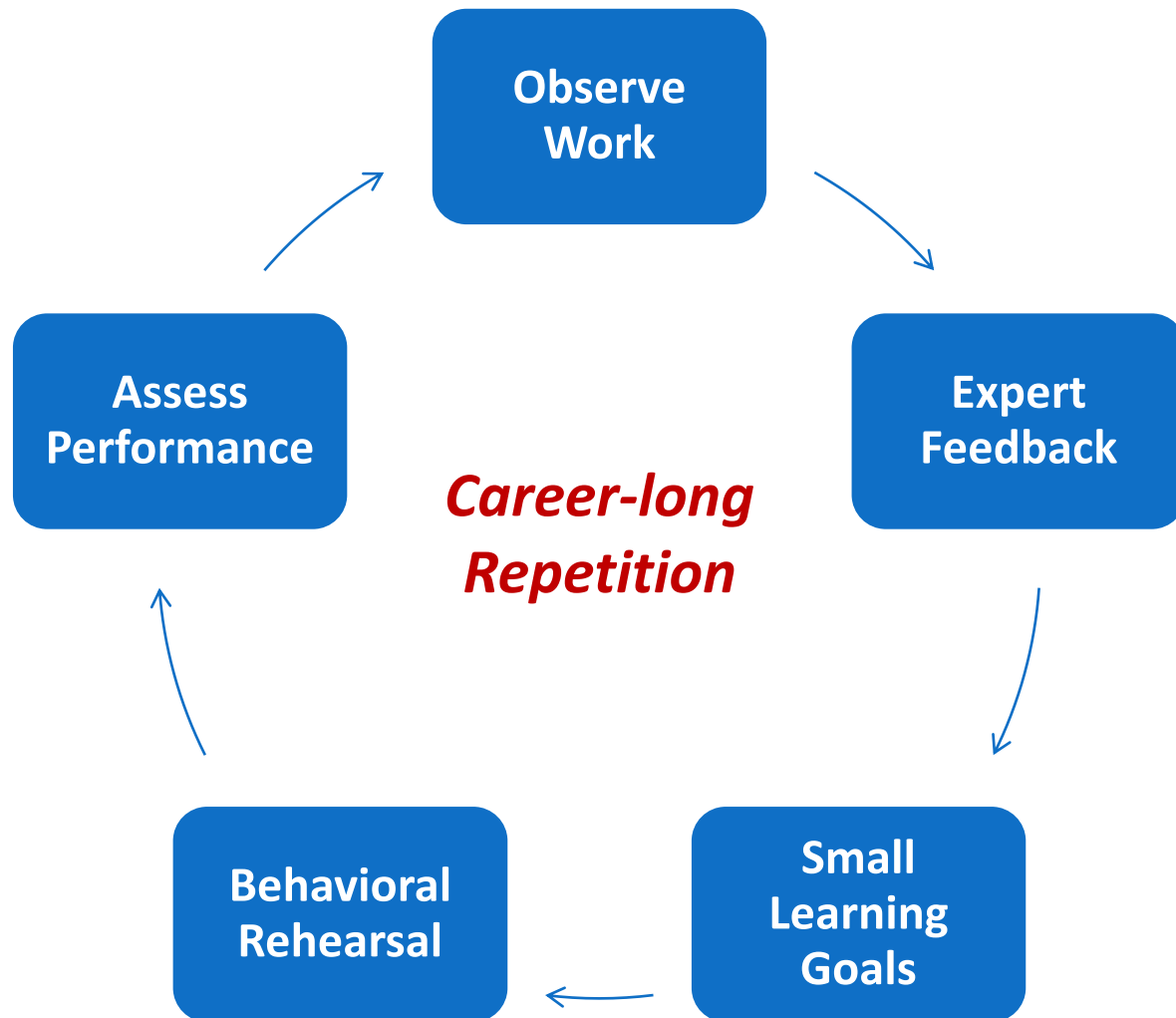


Supervision

Deliberate Practice



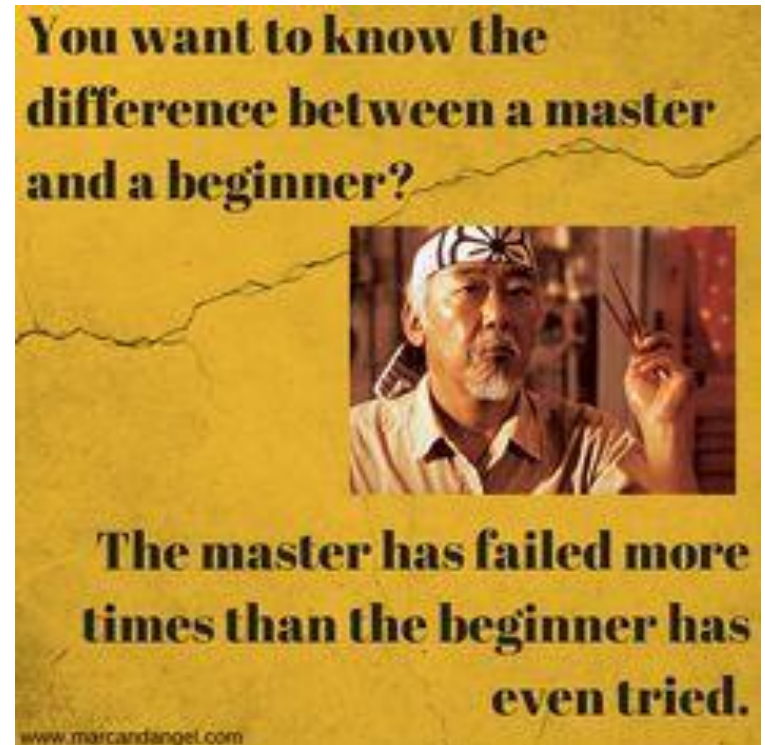
Deliberate Practice



How is Deliberate Practice Different than Traditional Training?

Difference #1: Failure-facing

- Training just beyond current ability
- Maximizing opportunities for failure up-front



How is Deliberate Practice Different than Traditional Training?

Difference #2: Attention to Trainees' Anxiety Thresholds

- Trainee learns self-awareness & self-regulation
- Trainer learns the same!



Deliberate Practice Reaction Form

EFT Deliberate Practice Exercise

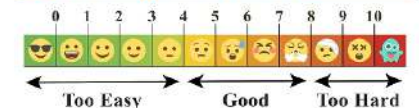
Name: _____

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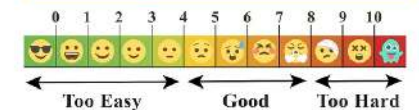
Exercise: _____

Notes: _____

#1: How technically hard did this exercise feel?



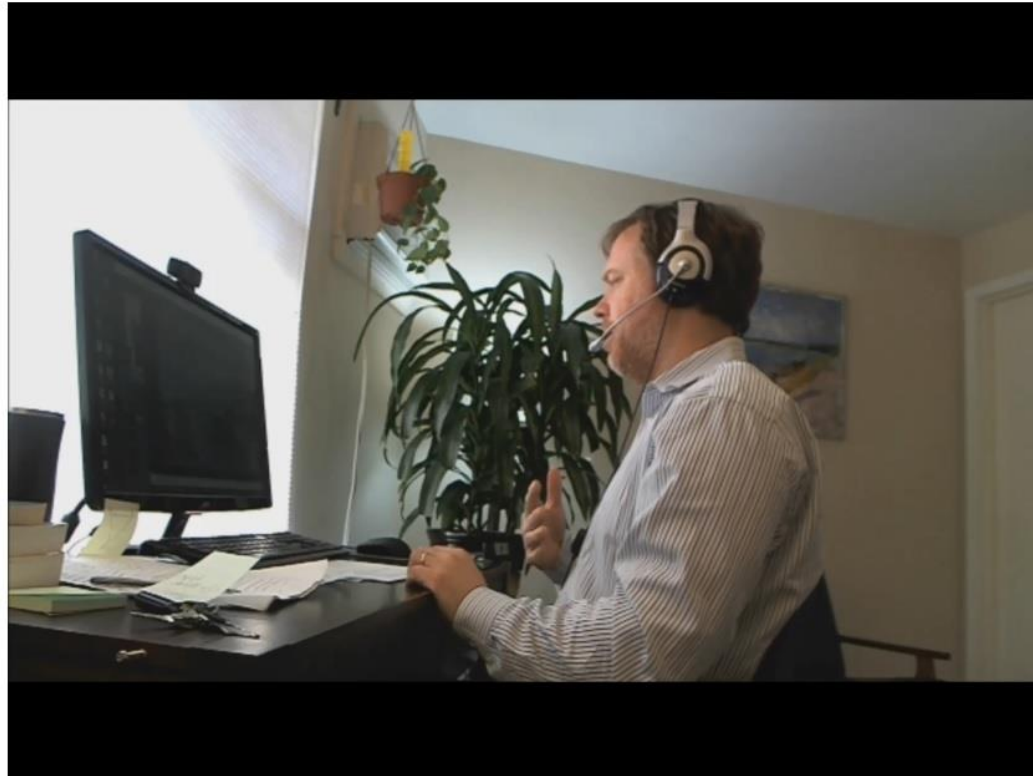
#2: How emotionally uncomfortable did this exercise feel?



#3: Did you have any reactions in the "Good Challenge" column? Yes ☐ No ☐
 #4: Did you have any reactions in the "Too Hard" column? Yes ☐ No ☐

	Good Challenge	Too Hard
Thoughts & Emotions	Anxiety, frustration, irritation, disappointment, manageable thoughts & emotions (self-judgment, hope, embarrassment, self-doubt, compassion, anger, sadness, joy, guilt, longing, shame, caring, concern, etc.)	Hopelessness, helplessness, overwhelming negative thoughts & emotions (severe shame, self-doubt, rage, grief, guilt, longing, etc.)
Body Reactions	Body tension, sighs, clenching or jittery teeth/hands, warmth, shallow/holding breath, dry mouth, increased heart rate	Migraines, dizziness, foggy thinking, diarrhea, constipation, dissociation, numbness, blanking out, nausea or acid-reflux
Urges	Looking away, withdrawing, changing focus	Shutting down, giving up

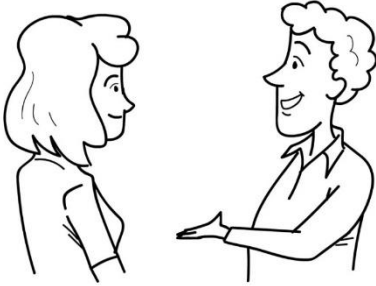
Deliberate Practice Demo Video



<https://goo.gl/3dY4SG>

Domains for Deliberate Practice

Interpersonal skills



CBT, MI, EFT,
STDP, IPT, DBT, etc.

#1: Interpersonal Skills & Common Factors

- Helping Skills; Facilitative Interpersonal Skills
- Alliance-Focused Training
- Other Common Factors (empathy, persuasiveness, problem focus)

#2: Treatment Model Skills

- CBT: Interoceptive Exposure
- Psychodynamic: Immediacy
- ISTDP: sustained invitation of feelings during rise of CTGF

Intrapersonal Skill



#3: Intrapersonal (Inner) Skills

- Developing *self-awareness, mindfulness, mentalization, meta-psychological capacity*; Managing *experiential avoidance, countertransference*
- “keep high levels of vicarious emotional arousal from turning into personal distress”
- Improve “ability to focus and shift attention... to modulate their negative vicarious emotion to maintain an optimal level of emotional arousal”

(Eisenberg & Eggum, 2009, p.73-75)

Deliberate Practice Checklist

- *Skill target*
- *Stimulus*
- *Difficulty*
- *Repetition*
- *Homework*

Pay attention to:

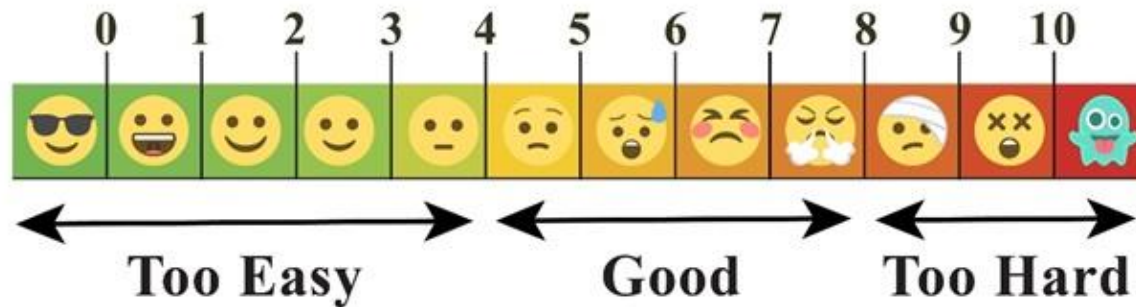
- *Boundaries*
- *Complex reactions at coach*

Domains for Deliberate Practice

#1: Interpersonal skills

#2: Treatment model skills

#3: Intrapersonal skills



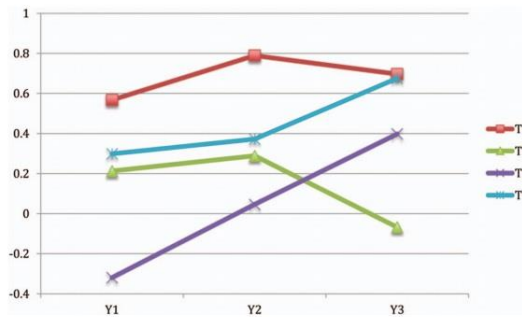
	Good Challenge	Too Hard
Thoughts & Emotions	Anxiety, frustration, annoyance, irritation, disappointment, manageable anger/sadness/guilt/love	Hopelessness, helplessness, severe self-judgment, overwhelming rage/grief/guilt/love
Body Sensations	Sighs, body tension, clenching or jittery teeth/hands, shallow/holding breath, dry mouth, increased heart rate	Migraines, dizziness, foggy thinking, diarrhea, constipation, disassociation, nausea or acid-reflux
Urges	Looking away, withdrawing, changing focus	Shutting down, giving up

Deliberate Practice ≠ Work Performance

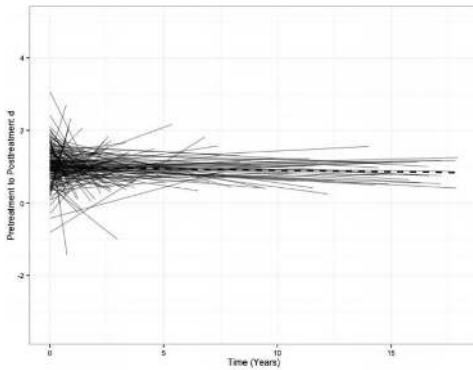
“10,000 hour rule”



Therapists Do Not Reliably Improve Over Time



Study #1: 114 trainees/interns, 2-7 years
(Owen, Wampold, Rousmaniere, Kopta, & Miller, 2016)

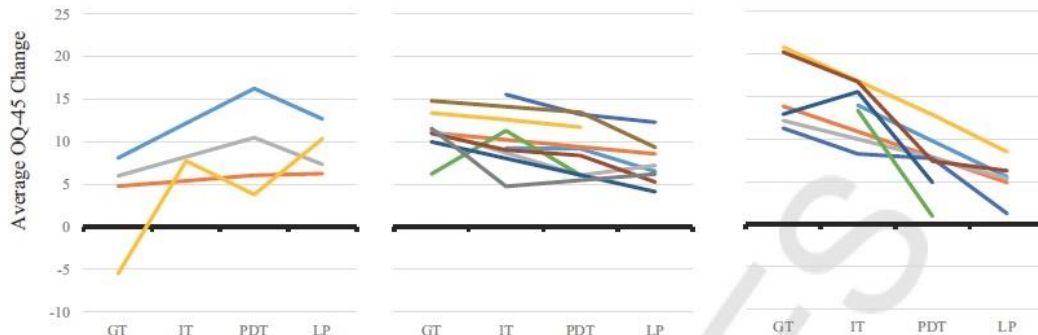


Study #2: 170 therapists, .5 to 18 years
(Goldberg et al., 2016)

4 Therapists with Improvement

10 Therapists with Little Change

8 Therapists with Greatest Decline



Study #3: 22 psychologists, 1-4 years
(Erekson, Janis, Bailey, Cattani, & Pedersen, 2017)

"A Field Without Expertise?"

(American Psychologist, Tracey, Wampold, Lichtenberg, & Goodyear, 2014)



Passive Learning



Work Performance



Deliberate Practice with a Coach



Solitary Deliberate Practice



Achieves Competence

Required for Expertise



Franz
Caspar



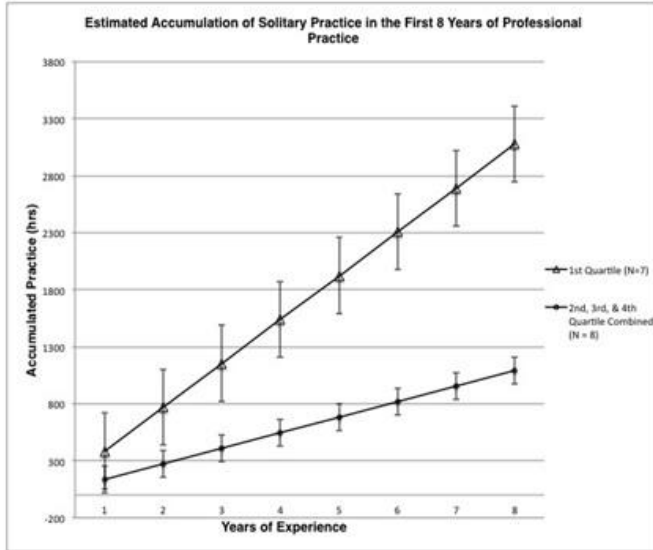
Scott
Miller



Daryl
Chow

Can Deliberate Practice Improve Clinical Training?

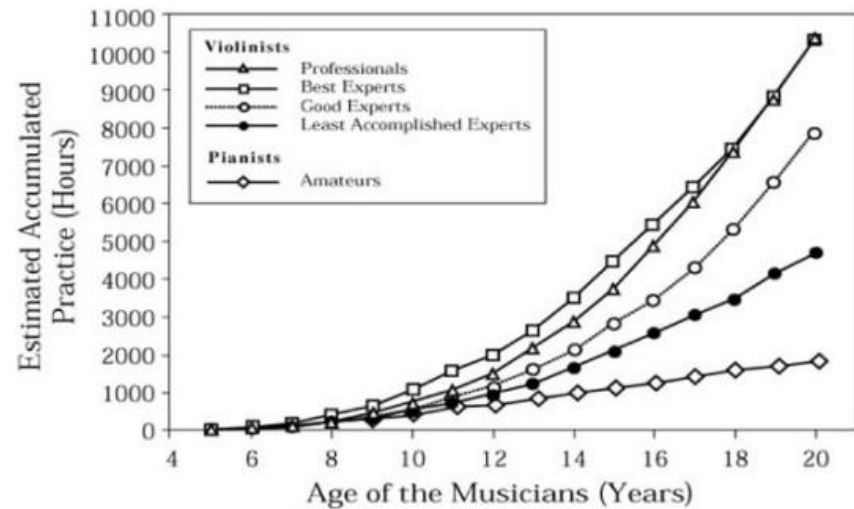
Therapists



Chow, Miller, Seidel, Kane, & Andrews (2015)

10/3/2019

Musicians



Ericsson, Krampe, & Tesch-Romer (1993)

Needed: More DP Research



DP Research

- *DP for interpersonal skills*
- *DP for specific treatment models*
- *DP for intrapersonal skills*
- *DP implementation at clinics, HMOs, training programs, etc.*

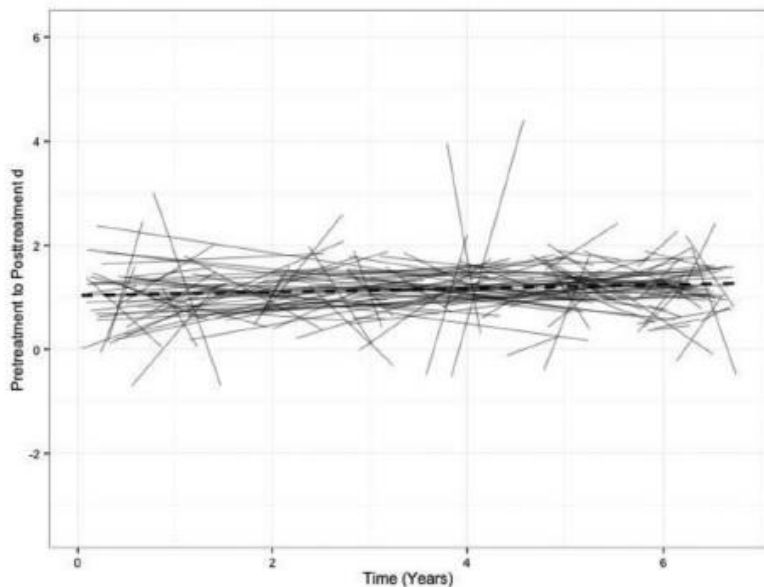


Robbie
Babins-
Wagner



Simon
Goldberg

Deliberate Practice at a Mental Health Center



- Routine Outcome Monitoring
- Deliberate practice consultations
- “Climate and culture change”

153 therapists, .5 to 7 years, $d = +0.035$ per year
(Goldberg et al., 2016)



Clara Hill



Martin
Kivlighan

Deliberate Practice with Psychology Trainees

--- Tentative Results ---

Study #1: Four sessions of DP coaching for seven 3-4th year psychology trainees

- Trainees reported improved insight regarding countertransference & capacity to tolerate challenging emotions that come up with their clients
- Trainees increase in self-efficacy over time is greater after the DP intervention compared to prior to DP training

In process:

- DP with a practicum class with 2nd-3rd year psychology trainees
- DP with staff therapists focusing on OQ signal cases
- DP for Multicultural Counseling (interpersonal skills)
- DP for developing “person of the therapist” (intrapersonal skills)
- DP for professional development at managed care clinics

Deliberate Practice Formats

- DP in supervision or with a coach (video & role-play)
- DP with colleagues (video & role-play)
- Solitary DP with video exercises
 - www.dpfortherapists.com
 - www.theravue.com



Solitary Deliberate Practice Exercises



Domain #1: Interpersonal skills

- Empathy
- Helping skills
- Alliance-focused training



Domain #2: Treatment Model Skills

- Motivational Interviewing
- Interpersonal Therapy
- Cognitive-Behavioral Therapy

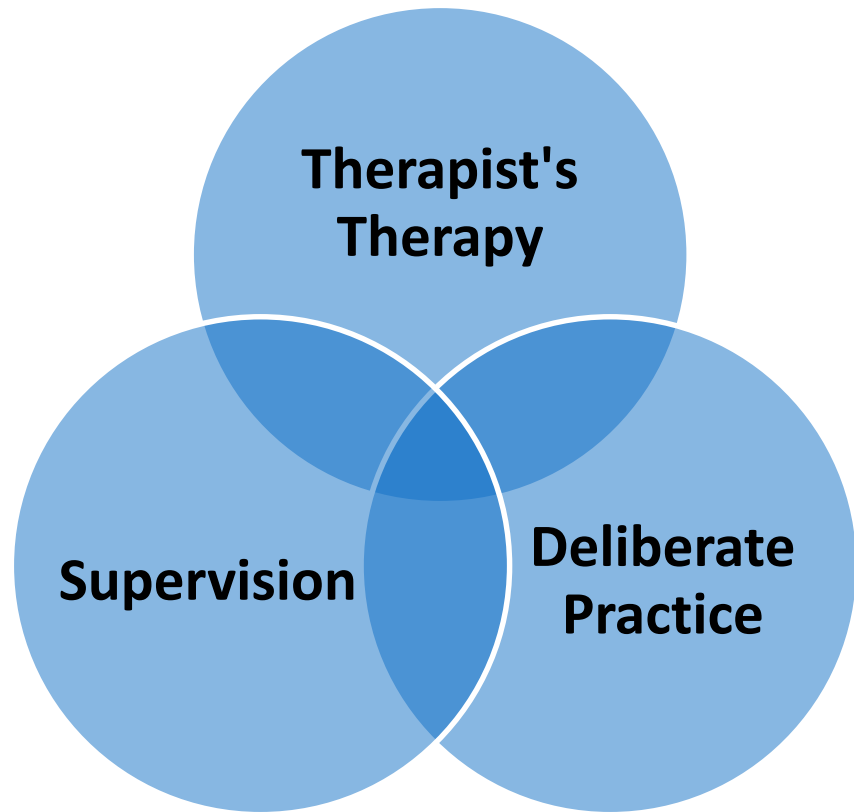


Domain #3: Intrapersonal Skills

- Self-awareness
- Mindfulness
- Self-regulation

Therapist Development

- **Work stimuli**
- **Time for practice**
- **Evaluation**
- **Boundaries**
- **Cost**





Motivation for Deliberate Practice

- Why did you want to become a therapist?
- How good will it feel to become more effective?

"Love yourself as a person, doubt yourself as a therapist"

(Nissen-Lie et al., 2015, p. 1)

Deliberate Practice Resources

- www.dpfortherapists.com
- www.theravue.com
- www.scottdmiller.com
- www.darylchow.com
- www.istdpinstitute.com



Scott
Miller



Bruce
Wampold



Jon
Frederickson

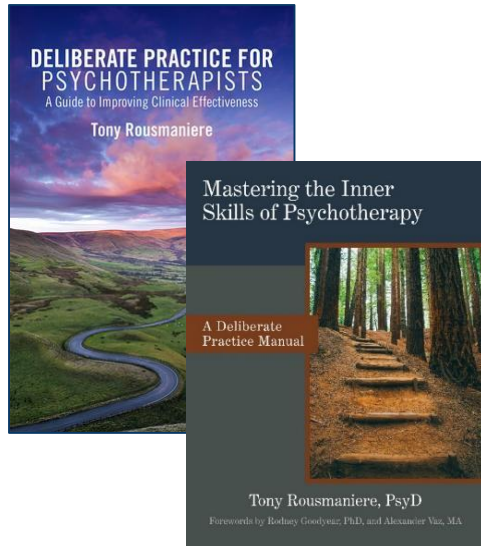


Daryl
Chow



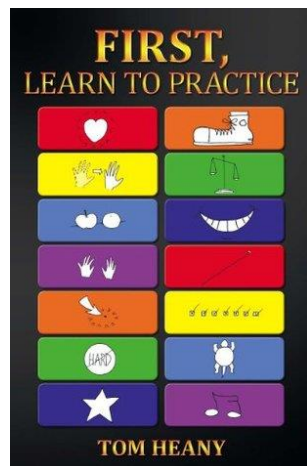
Alexandre
Vaz

Next Steps: Experimenting with DP



Recommendations

1. Try exercises from websites
2. Try exercises from books
3. Get feedback from a clinical skills coach
4. Team up with a DP Buddy
5. ***Experiment and have fun!***



Next Steps



1. What do you want to take and use from this presentation?
2. What are your goals for deliberate practice?
3. What challenges do you foresee? (internal and/or external)
4. What resources can help?

Experiment and have fun!

Review & Feedback

1. Most valuable points you learned?
2. Any areas that were not clear?
3. Any ideas you have regarding how to improve this course?

Please email to: trousmaniere@gmail.com

Thank you!

www.dpfortherapists.com

www.drtonyr.com



Deliberate Practice for Psychotherapy



Tony Rousmaniere, PsyD
www.dpfortherapists.com

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