Effecting Change

Empathy, Confrontation, & Barriers

Fall 2020 SOWK 486 - Theories of Practice I

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Agenda

- Additive Empathy & Interpretation

- Confrontation

- Barriers to change

WE EACH SEE THE WORLD DIFFERENTLY

(Lieber, 1994)

boating excursion from Margarita Island in Venezuela

Lieber (1994)

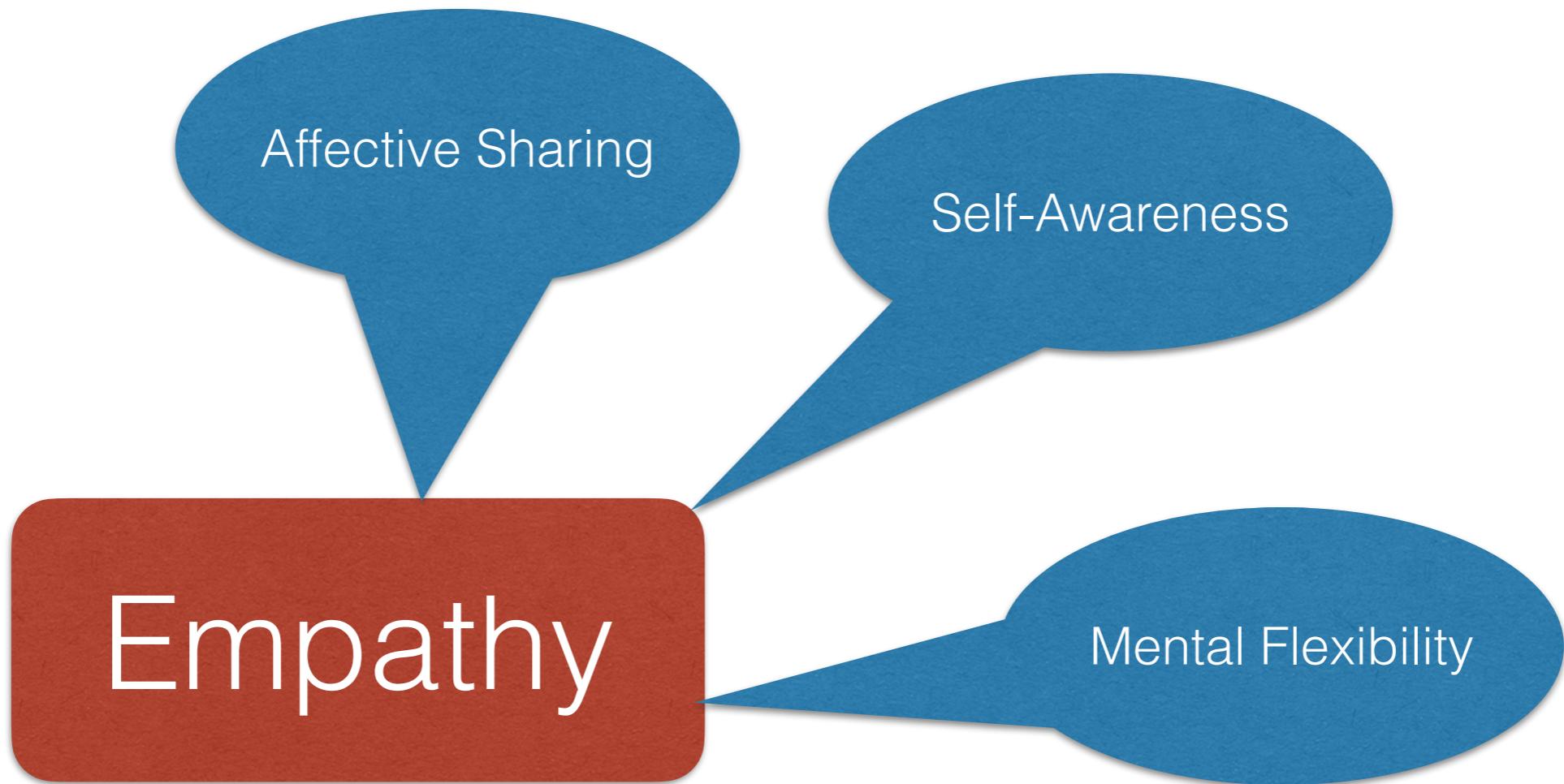|		
Success	Freedom	Morality
Racism	Injustice	Community
Democracy	Family	Police
Human rights	Love	Sexism
Tolerance	Prejudice	Friend

Types of Empathy

Emotional Empathy

Cognitive Empathy

(Hepworth, et al. 2017)

Components of Empathy

(Hepworth, et al. 2017)

Additive Empathic Responses & Interpretation

- Lead to interpretation

- The identification of patterns, goals, and wishes

(Hepworth, et al. 2017)

Types of Interpretation

Semantic

"By 'frustrated,' I gather you mean you're feeling hurt and disillusioned."

Propositional

"You have a tendency to worry about problems down the road and lose focus on dealing with your anxiety about taking the exam."

(Hepworth, et al. 2017)

Pitfalls of Additive Empathy

Moderate Interpretations vs. Deep Interpretations

- Working relationship has evolved

- Engaged and ready for self-exploration

- Pitch these responses to the edge of clients' self-awareness

- Avoid making several additive empathic responses in succession

- Phrase interpretive responses in tentative terms

- Note clients' reactions after offering the interpretation

- Acknowledge your probable error & respond empathically

- Culturally differences

Ways of Using Additive Empathy

- Deeper feelings

  - Identify feelings implied or hinted at in clients' verbal messages
  - To identify feelings that underlie surface emotions
  - To add intensity to feelings clients have minimized
  - To clarify the nature of feelings clients express only vaguely
  - To identify feelings manifested only nonverbally
  - Challenging beliefs stated as facts

(Hepworth, et al. 2017)

Ways of Using Additive Empathy

- Deeper feelings

- Underlying meanings of feelings, thoughts, and behavior

- Wants and goals

- Hidden purposes of behavior

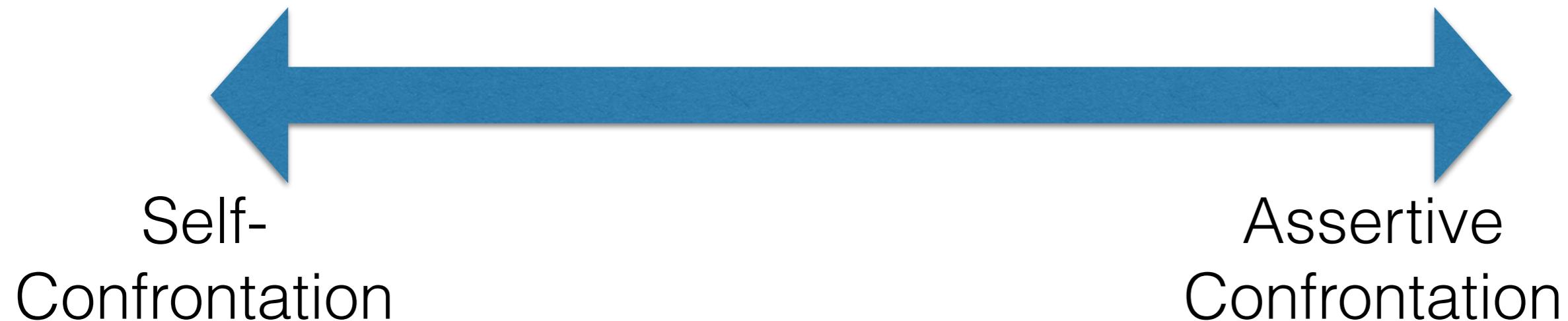- Unrealized strengths and potentialities (Hepworth, et al. 2017)

Practice Using Additive Empathy

With a partner, have a discussion about a time when they felt frustrated, upset, uneasy, etc. Practice asking good open ended questions and implementing additive empathetic statements.

(Hepworth, et al. 2017)

Confrontation

Self-Confrontation

Assertive Confrontation

(Hepworth, et al. 2017)

Effective Assertive Confrontation

- Expression of concern

- A description of the client's purported goal, belief, or commitment

- The behavior (or absence of behavior) that is inconsistent or discrepant with the goal, belief, or commitment

- The probable negative outcomes of the discrepant behavior

(Hepworth, et al. 2017)

Effective Assertive Confrontation

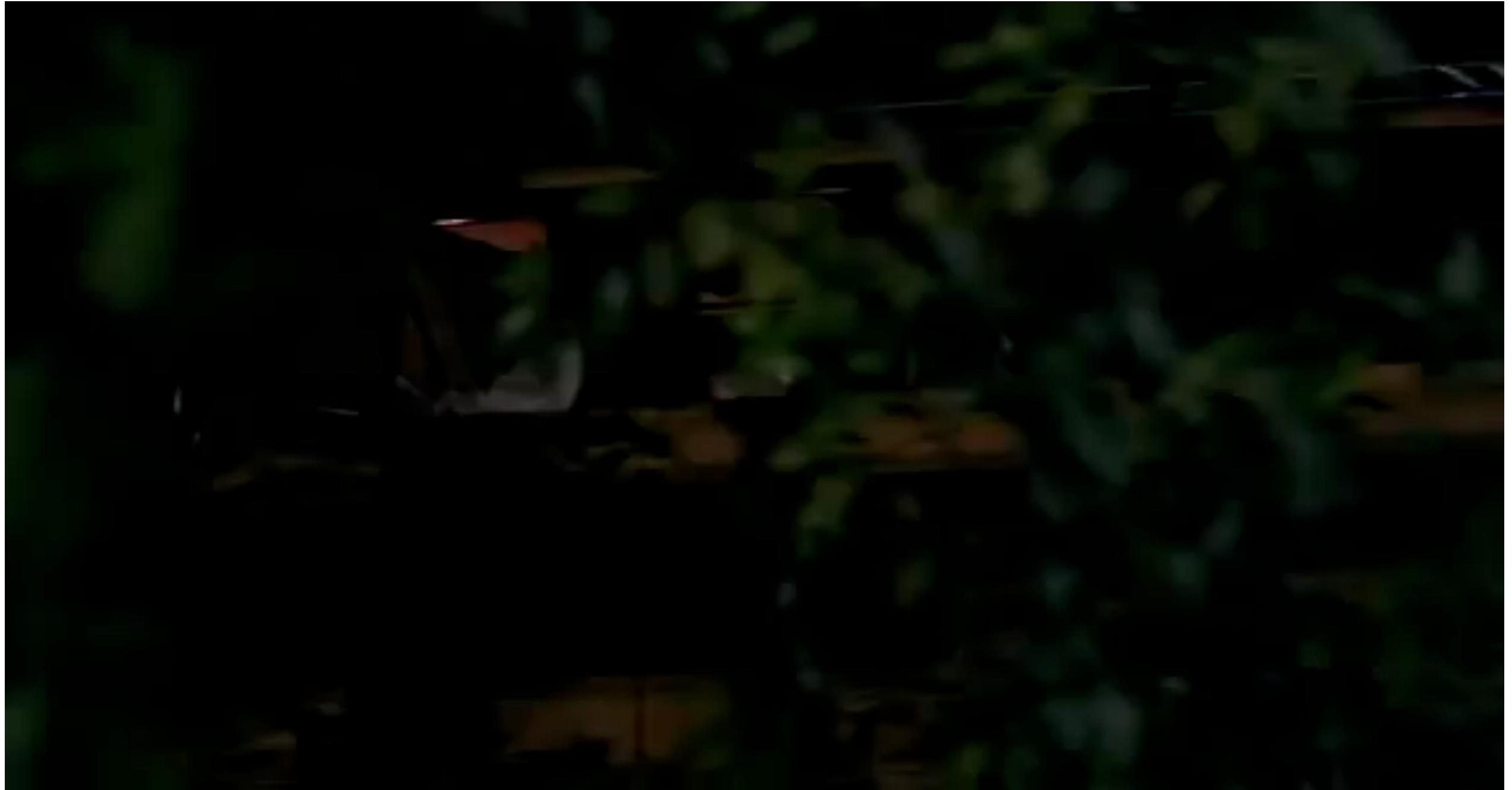I am concerned because you (want, believe, are striving to)

(describe desired outcome)

but you (describe discrepant action, behavior, or inaction)

is likely to produce (describe probable negative consequences)

(Hepworth et al. 2017, p. 525)

Death Therapy - Transference

What About Bob?

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Barriers to Change

- Relational dynamics that occur in the interactions between clients and practitioners Behaviors on the part of practitioners

- Dynamics that are challenging in cross-racial and cross-cultural relationships

- Sexual attraction toward clients and the ethical and legal implication of this behavior

(Hepworth, et al. 2017)