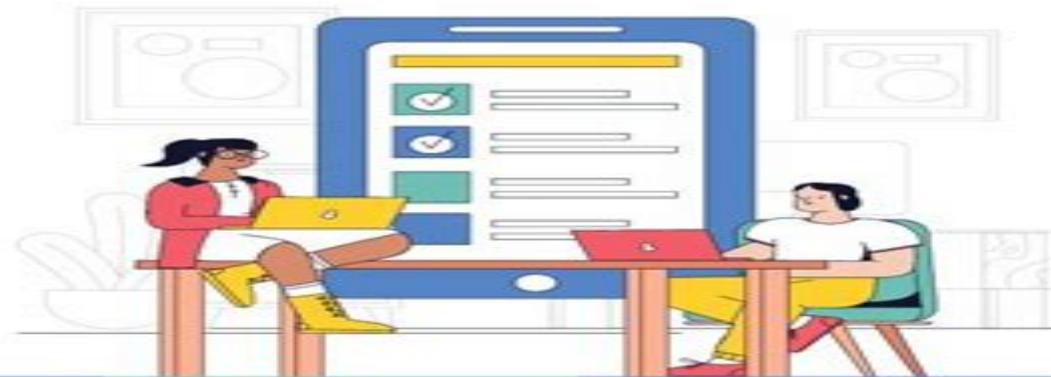


Stages of Employee Counseling

What is counselling process?

When someone undergoes counselling, they form a therapeutic relationship with the person providing the service.



STAGE 01

Develop a relationship

People need to feel safe, comfortable, and relaxed to open up. For this to happen, a counselor must establish a healthy rapport with the employee.

Action item

Find out how they like to communicate, what they're comfortable discussing, and the speed at which they're happy to move through the rest of the process.

STAGE 02

Assess

In this stage, the counsellor aims to figure out what's actually going on, and whether change is necessary to improve that. And, of course, what those changes could be

Action item

This is ongoing—it's not a case of finding one problem and concentrating on that; it's about working out what the employee needs over time and adapting the process.

STAGE 03

Set goals

This stage is a mutual process—the counsellor and the employee set the goals together. Involving the employee in this stage is beneficial.

Action item

The employee and counselor will discuss the employee's needs from the sessions and devise a step-by-step plan.

STAGE 04

Implementation

The next stage is the development of a strong plan that the counsellor and client work on together. It should address the problems, practices and behaviours that are causing issues.

Action item

Identify activities that will address, prevent and intervene with unhealthy behaviors and lifestyle choices while reinforcing strengths and learning new coping skills.



Counseling Employees A Multifaceted Approach

S Ben Porath



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