

# Meta-competences

## Generic meta-competences

### **Capacity to implement treatment models in a flexible but coherent manner**

An ability to implement a model of therapy in a manner which is flexible and which is responsive to the issues the client raises, but which also ensures that all relevant components of the model are included

An ability to use clinical judgment in order to balance adherence to a model against the need to attend to any relational issues which present themselves

An ability to maintain adherence to a therapy without inappropriate switching between modalities in response to minor difficulties (i.e. difficulties which can be readily accommodated by the model being applied)

### **Capacity to adapt interventions in response to client feedback**

An ability to accommodate issues the client raises explicitly or implicitly, or which become apparent as part of the process of the intervention

An ability to respond to, and openly discuss, *explicit* feedback from the client which expresses concerns about important aspects of the therapy

An ability to detect and respond to *implicit* feedback which indicates that the client has concerns about important aspects of the therapy (e.g. as indicated by non-verbal behaviour, verbal comments or significant shifts in responsiveness)

An ability to identify when clients have difficulty giving feedback which is “authentic” (e.g. clients who respond in accordance with what they think the therapist wishes to hear, rather than expressing their own view) and discussing this with them

An ability to be aware of, and respond to, emotional shifts occurring in each session, with the aim of maintaining an optimal level of emotional arousal (i.e. ensuring that the client is neither remote from or overwhelmed by their feelings)

## Systemic specific meta-competences

### **Ability to make use of the interpersonal perspective**

An ability to hold and communicate an interpersonal perspective on the problems and possible solutions.
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### **Ability to hold a non-pathologising view of the system**

An ability to take a non-pathologising, positive view of the system including the ability :
to recognise and work with the strengths of the clients(s)
to work with the client(s) to generate potential solutions
An ability to balance an externalising, non-blaming stance with one which helps clients to take responsibility for their actions, where this is appropriate
An ability for the therapist to maintain a stance of curiosity when working with colleagues and with clients and to convey this stance to clients
an ability to convey this stance to clients through the experience of the methods employed in systemic therapy

### **Ability to maintain a relational approach**

An ability for the therapist to maintain a relational perspective when working with clients and with colleagues, which assumes that:
meanings and beliefs are generated by and between members of a system
meanings and beliefs are subject to a process of ongoing mutual influence and hence to a process of iteration and change
that because meaning emerges from a recursive process it is best understood in its relational context

### **Ability to implement systemic interventions in an adaptive manner**

An ability to know when and how step out of the therapeutic frame, when this is required (for example when it becomes necessary to deal with risk), and to make this change of stance explicit and understandable to clients
An ability to know when and how to introduce “expert knowledge” in a way which takes into account its impact on the therapeutic process
An ability to employ question styles flexibly so as to match them to therapeutic intent (including both linear and circular questions)
An ability to determine what form of systemic intervention is most appropriate
taking account of the context
flexible in form and content of therapy adapted to the needs of clients
adapted to the resources available

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