

3rd International Seminar on
Guidance & Counseling
August 2022

Strengthening the Counselor's
Professional Identity
in the 21st Century

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Professor



THE OHIO STATE UNIVERSITY

COUNSELOR EDUCATION PROGRAM

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Building the Bridge
As You Walk
on It

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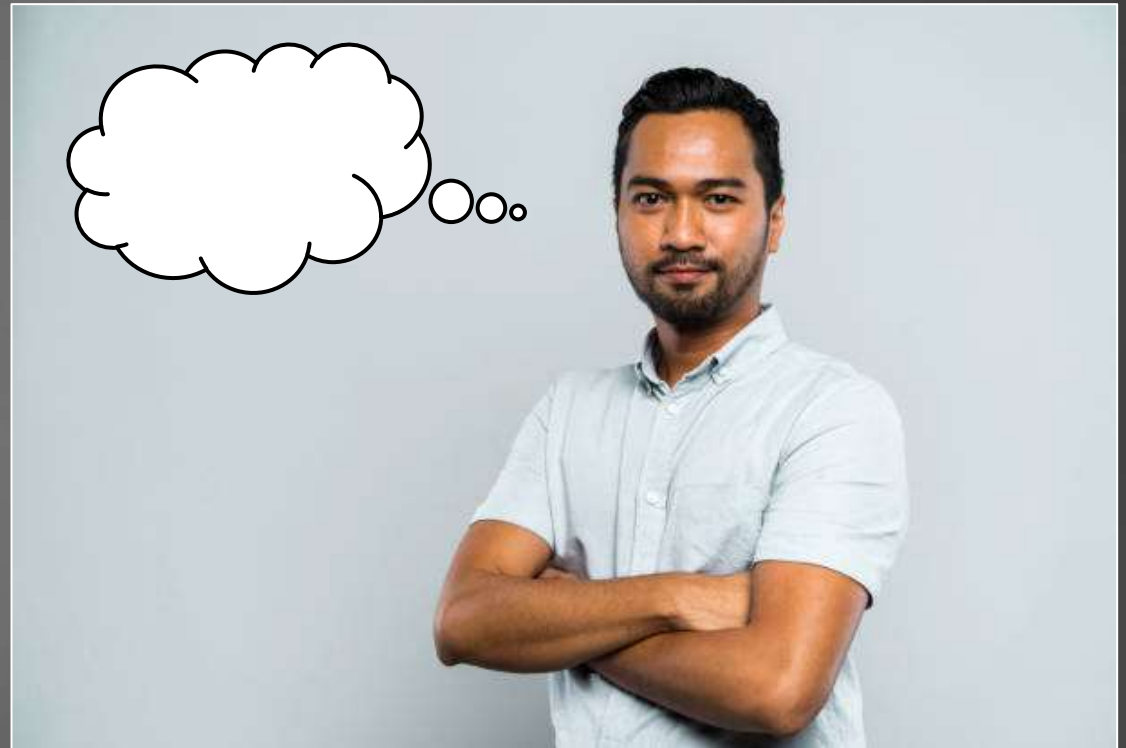


Let's Start By Imagining...



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Stop and Consider...



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If I asked you to tell me
what it means to be a
Professional Counselor
in Indonesia...

in just one minute...





Not what you do
specifically....



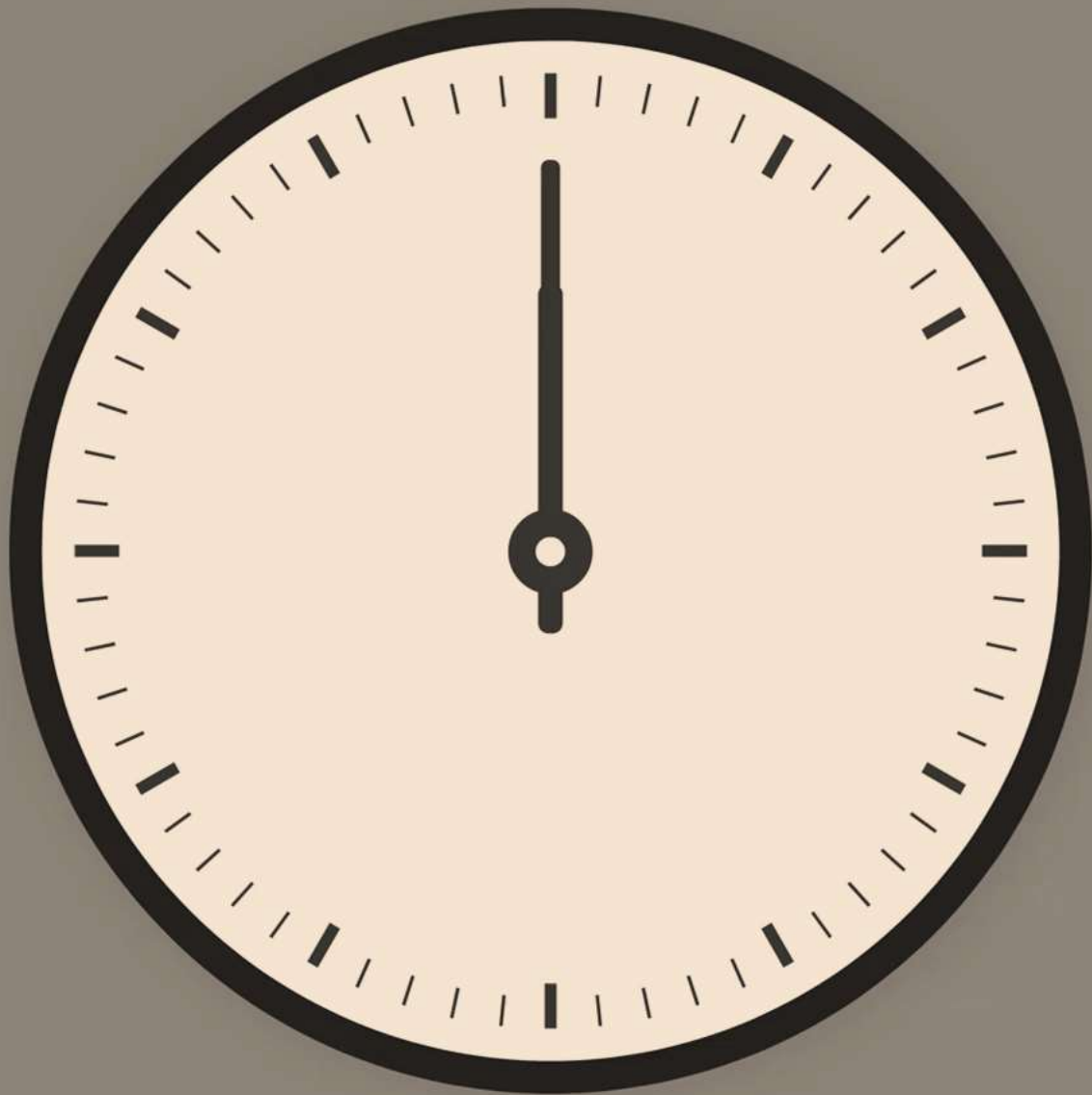



But what
Professional Counselors
in Indonesia do

Could you
do it?

(I'll give you about
two minutes to turn
to your neighbor
and give it a try)





A 3D maze with a yellow path leading to a central circular opening. The maze is constructed from dark grey, curved walls that create a complex, winding path. The path starts from the top right and leads towards a central circular opening. The lighting is dramatic, with strong shadows and highlights, giving the maze a sense of depth and complexity. A yellow rectangular block is positioned at the top right corner of the image, partially overlapping the maze's path.

Turns out...
Defining a Profession
is Difficult

The American Counseling Association Defines Counseling as

“...a professional relationship that empowers diverse individuals, families, and groups to accomplish mental health, wellness, education, and career goals.”





What Does That Mean??





It's Hard to Define the
Present Moment....

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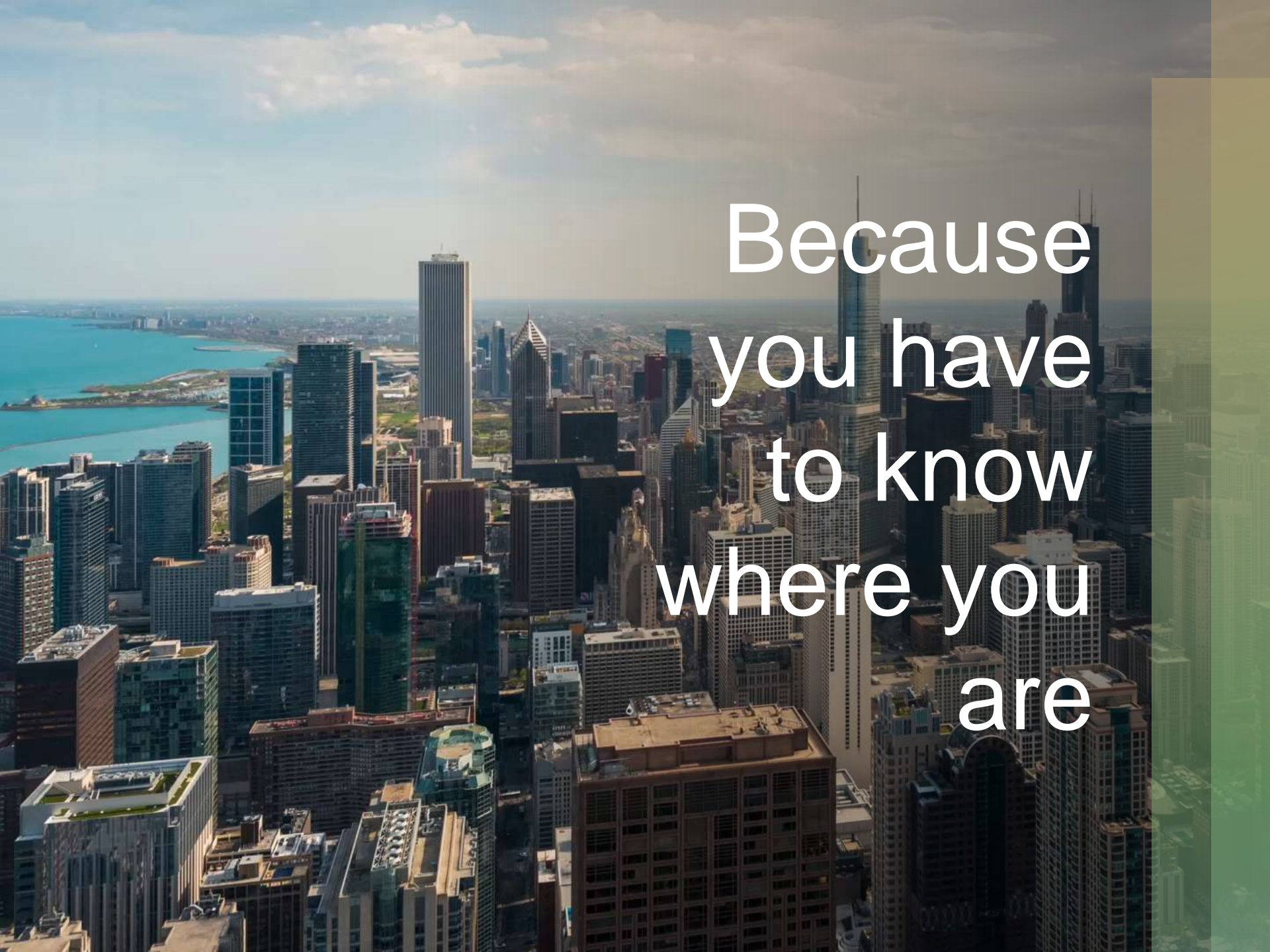
So How Can We Build a Bridge to the Future?



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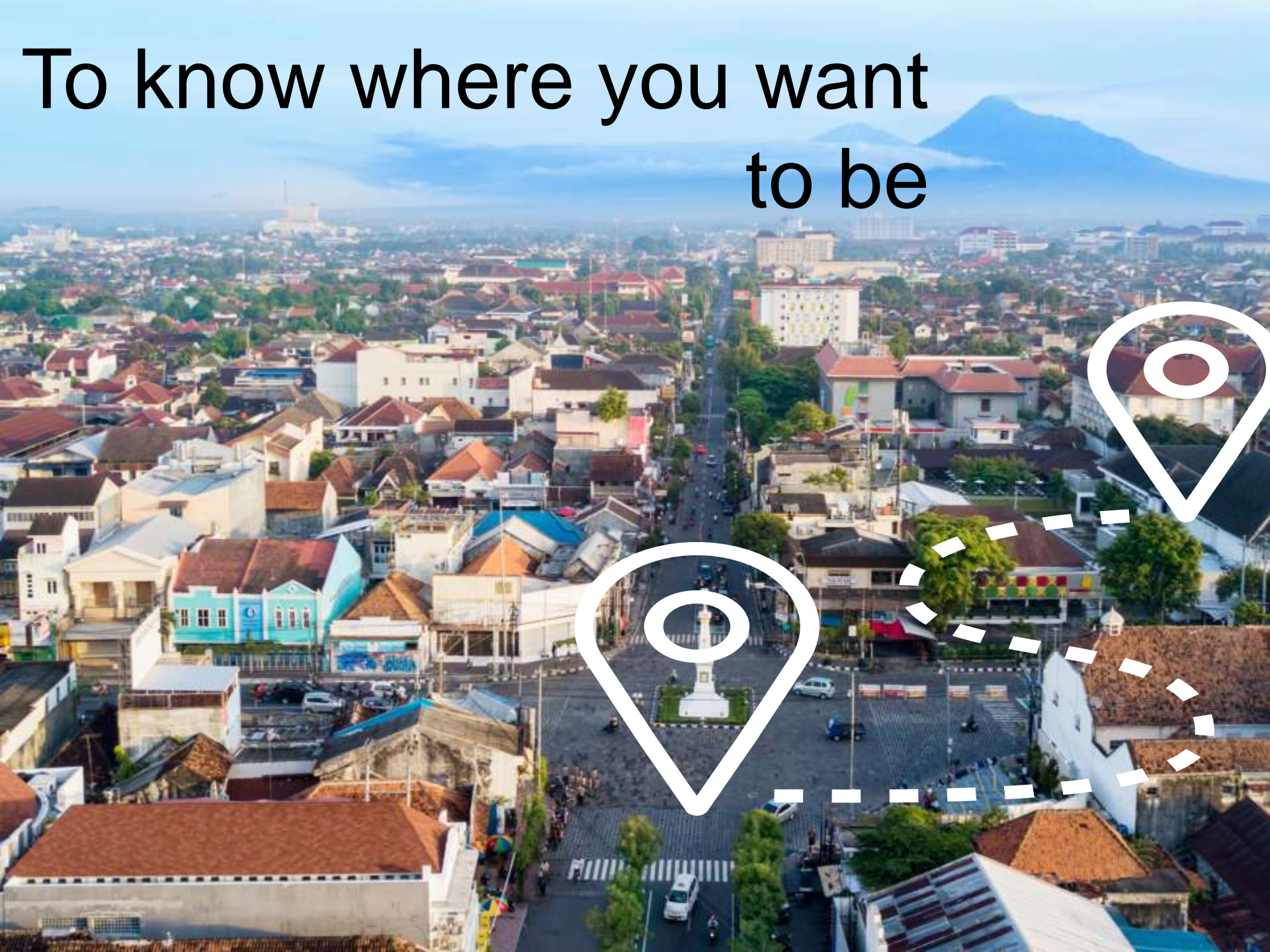
Envisioning the Future of the Profession is Challenging




An aerial photograph of a dense urban skyline, likely Chicago, featuring numerous skyscrapers and a large body of water (Lake Michigan) in the background. The sky is blue with scattered white clouds. The text is overlaid on the right side of the image.

Because
you have
to know
where you
are

To know where you want
to be





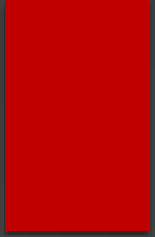
Ultimately,
we have to
Build the Bridge
As We Walk on It

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And *that* is very much
the point here!

You have to envision the future
of counseling in Indonesia
*while you are doing the
important work you
are already doing!*

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where you are

where you
want to be

So, What are the Next Steps?






First, Let's Think About Where You are Now

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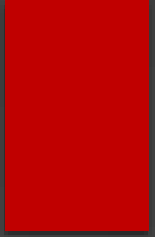
Professional Identity as a Counselor *Generally* Means Three Things

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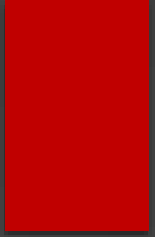
Having a Specific Set of Culturally Relevant **Knowledge, Skills, and Professional Competencies** that Require Specialized (Advanced) Training by Qualified Educators in the Field

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Belonging to a **Professional Community** that Regulates Itself with a Professional Organization that has a Clear Ethical Code for Behaviors and a Regulatory Board for Licensure or Certification

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Having Visibility and Recognition
by Other Professionals, the
Education & Healthcare Systems,
and the General Public as Experts
in Their Field

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A photograph of a business meeting in progress. Several people in professional attire are gathered around a table. One person is holding a tablet displaying a document with charts and text. Another person is holding a smartphone. There are coffee cups on the table. The background is slightly blurred, showing a bright, modern office environment.

Essentially:

1. Professional Expertise

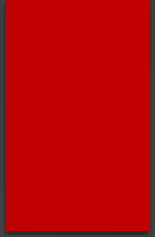
2. Intraprofessional Identity

3. Interprofessional Identity

There is Actually a Lot Already in Place




And Clearly Some Important Questions That Remain...





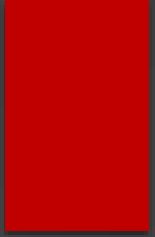
Let's Take These One By One

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As we do,
take a moment to consider
for each area..

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What do
you think
Indonesia
does well...

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And do what
you think
is the *top*
priority for the
next 3-5 years.

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Professional Expertise Already in Place

- ▶ There is required minimal educational requirement
- ▶ There is required 'professional expertise certification program'
- ▶ There is opportunity for wellness and developmental approach

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Remember,
In Schools (and the Workplace),
Counselors Clearly ‘OWN’ the
Space of Universal Prevention

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3 Tiers of Prevention

INTENSIVE
(Students
at High-Risk
About 3-5%)



Tier 3

STRATEGIC
(Students
At-Risk
About 20%)



Tier 2

UNIVERSAL
(Everyone
in the
School)



Tier 1



Professional Expertise

Some Remaining Questions...

- ▶ Is training standardized? Is there work to be done here?
- ▶ Is the training Indonesian-specific?
 - ▶ This is *not something* that could/should be simply 'imported' from the West. Individualistic western approaches might clash with local culture.
What makes sense here?
- ▶ How are recent issues (e.g., pandemic, technology, e-counseling) incorporated?)
- ▶ Who are faculty?
- ▶ Infrastructure for more counselors

Take a Moment to Write Down

What is working well?

What needs to happen next?



Intraprofessional Identity

Already in Place

- ▶ Counselors trained in scientifically-grounded models have competence to implement counseling programs
- ▶ There is a long history (since the 1960s) for a solid foundation
- ▶ There are multiple organizations & working groups (interdisciplinary?)

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Intraprofessional Identity

Some Remaining Questions...

- ▶ What is role/function of the counselor?
 - ▶ Clarity about what counselors can/should do would help with professional advocacy
- ▶ A national counselor-specific professional organization would help build sense of community and identity
- ▶ Enforceable ethical code is essential for self-regulation
- ▶ How does the profession self-regulate?
 - ▶ Supervision, continuing education
- ▶ Movement toward strong licensure builds self-confidence & self-efficacy

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Take a Moment to Write Down

What is working well?

What needs to happen next?



Interprofessional Identity Already in Place

- ▶ *Many* opportunities for collaboration, particularly within the schools
- ▶ Counseling offers a 'wellness paradigm' that can be perceived as less stigmatizing than other mental health professionals

Interprofessional Identity

Some Remaining Questions...

- ▶ Role confusion – by other professionals & the public – Education campaigns can help – but counselors must first have clarity about their role
- ▶ The title of the profession is important. ‘Guidance Counselor’ is perceived as less competent than ‘Professional School Counselor’ – by the public *and by school counselors!*
- ▶ Firmly identifying as wellness/developmental/holistic may create clear identity/space for Counselors
- ▶ Counselor Identity will improve when *counselors* perceive themselves as competent & having specialized knowledge & skills

Take a Moment to Write Down

What is working well?

What needs to happen next?





Remember, Becoming a
Counselor is a
Developmental Process

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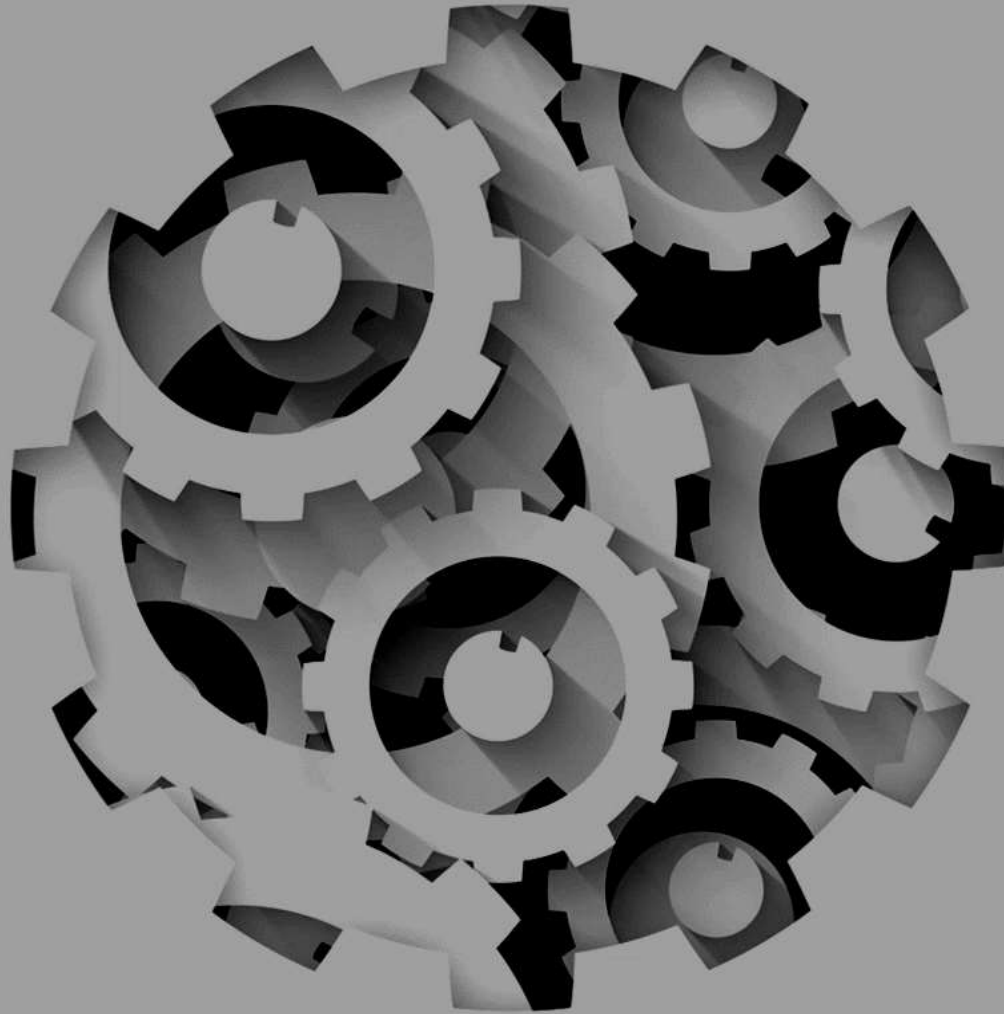
Research tells
us it is
a journey of a
lifetime.

It takes *time*,
experience,
& *support* to
become a
Professional
Counselor

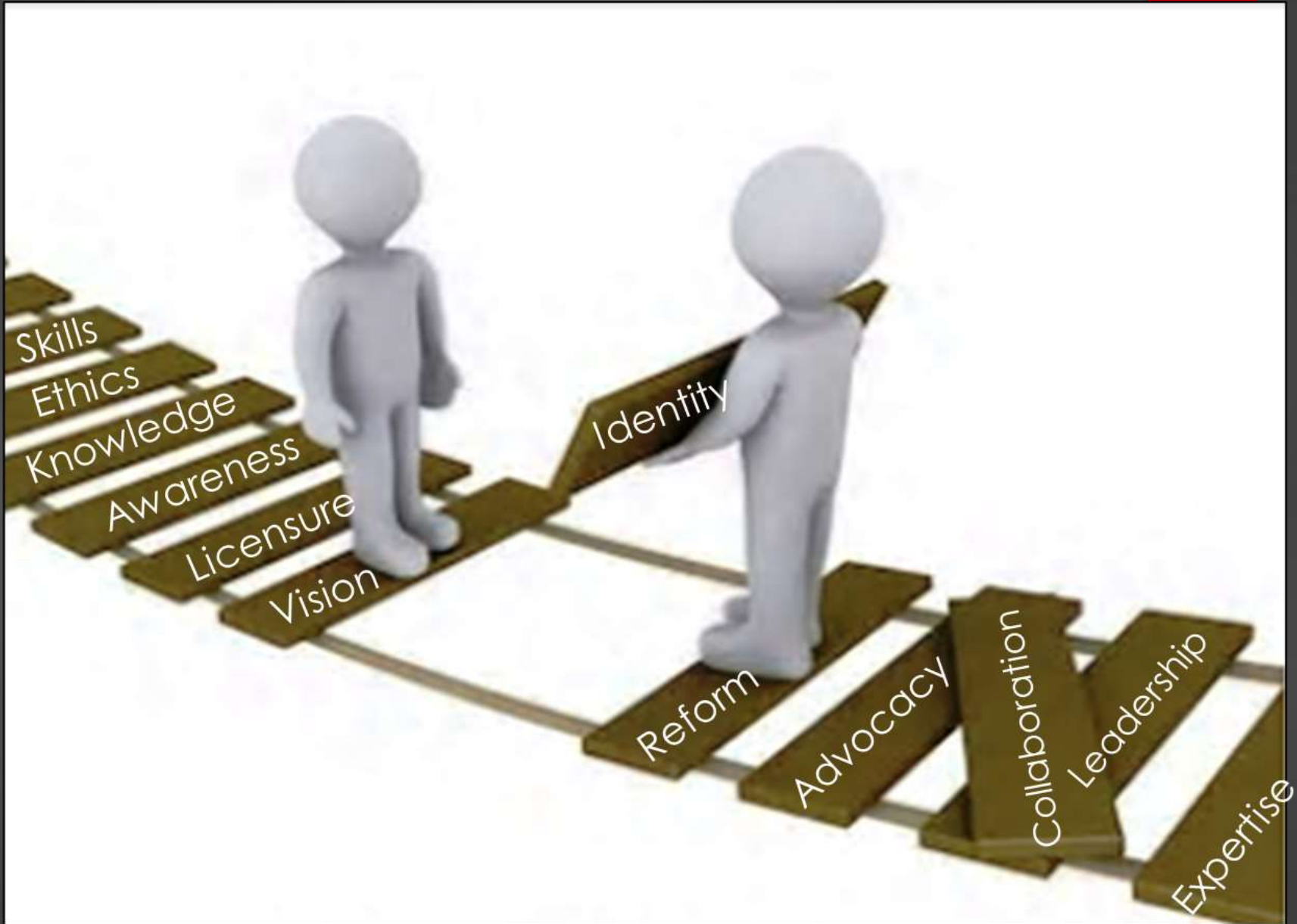


It is also a *long journey* toward
developing a Vision for a
Profession for a Country

And sometimes that journey is a bit
chaotic & uncertain



It is the *process*, not the product



It will take time, work, cooperation, & intentionality to Build the Bridge of what Professional Counseling in Indonesia will be in the Future




And it won't always look pretty



And it might not always be enjoyable





But You Have the
Fundamentals to Build This
Bridge

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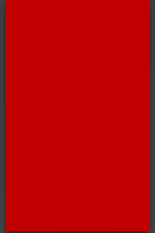
KNOWLEDGE



VISION



PASSION





And *That* is how you
Build a Bridge

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Because There Are a
Lot of Ways to
Build Bridges
(and Design Counseling
that works for a Country)

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So Let's Get Started!



Here is your task...

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Before the end
of the day,
find at least
one person at
the conference
who has
at least one
of the
same top
priorities as you





Have a
conversation

Share contact
information

Think about what
you could do to
work on that
priority
together!



Then, perhaps...

Before the end of the
conference, your twosome
will meet *another* twosome
who share the same
priorities...

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And have a conversation...



And then talk to some more
people..




Find Other Like-Minded Counselors





And Before You Know It...

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You Will Have Created
Work Teams Who
*Together Create the Vision for
Counseling in Indonesia in the
21st Century*

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Today

Planning

A Clearly Defined
Counselor
Professional
Identity



Counselors Today

Professional Counselors of Tomorrow



And That is how you
BUILD A BRIDGE
AS YOU WALK ON IT!

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**THANK
YOU**

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