

DISABILITY-RELATED COUNSELING COMPETENCIES

organized into five sections that cover various contexts and functions within the work of counselors. The first two sections identify broad conceptual issues related to the experience of disability; the latter three sections are focused on activities within different areas of counseling practice. Many of the competencies apply to multiple sections. However, to avoid redundancy, each item is stated once and not repeated in any subsequent sections, even though several items may be important to consider and apply when working with PWDs in a variety of contexts.

The document concludes with a Glossary that provides a definition of selected terms that might not be familiar to all who will use this resource.

Section A: Understanding and Accommodating the Disability Experience

A.1 Understand that PWDs, like all people, can live full and productive lives, and

and healthcare environments. This may be particularly true in the instances where multiple minority statuses of a PWD intersect.

A.6 Validate and collaboratively problem-solve client concerns about their experiences of oppression and ableism.

A.7 Understand how PWDs may be negatively impacted by their internalization of the oppression they have experienced or observed.

A.8 Understand how prejudice and fear of disability are a part of the history and ingrained part of the

processes and evaluations of counseling that are evidence-based and culturally sensitive; and work in partnership with them in implementing decisions.

Section B: Advocacy for PWDs

B.14 Promote decisions and actions that make mental health, medical, and wellness services accessible to PWDs within their community.

B.15 right to pursue an independent lifestyle, and autonomy to make choices when those choices may include a risk of failure

B.16 Make efforts to provide current, relevant, accessible, and disability-

C6 Resist the tendency to assume the primary reason PWDs seek counseling services is related to the disability and recognize that holistic assessments must incorporate all 0.5 major life domains, regardless of the presenting issue.

C.7 Understand that some PWDs 0.5 may have had disempowering 0.5 developmental 0.5 exp 0.5erie and, 0.5 where appropriate, counselors should address these concerns.

C8 Ask about and provide accommo 0.5 dations necessary for the effective delivery of individual and group counseling services to PWDs

C9 Select treatment/assessment approaches consistent

perspectives about the abilities and characteristics of PWDs. When scoring and interpreting test results, counselors should remain cognizant of the potential ways disability, culture, or other considerations may result in misinterpretation of results.

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E.12 Advocate for equal access to employee benefits and advancement programs, occupational wellness programs, recreational activities, and occupational training programs) all employees.

E.13 Promote access to organizational and personal resources for consultation on disability issues and understand how to access these resources when needed.

E.14 Make an effort to link clients with mentors who have direct experience or resources help them to recognize the full array of career choices available to them to understand the value of work-accommodation strategies and work incentive programs in achieving vocational goals

E.15 Discuss, as appropriate and within ethical and legal guidelines, accommodations needed by counseling professionals with disabilities to perform the essential functions of their job.

E.16 Understand that disclosure of disability status or issues related to the disability of the supervisor, supervisee, or client should be completely voluntary and facilitated discussions about self-disclosure as appropriate

E.17 Seek supervisor or consultation to avoid abuse of privilege and power in the counselor client relationship.

Glossary

