



Psychotherapy

## AD of Psychotherapists and Mediators



Mediation

# Adult Development of Mediators and Psychotherapists

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*if DAPP [Developmental Analysis of Psychotherapy Process] methods are equally relevant to understanding how development occurs in the context of various types of “helping relationships,” this raises the question of what, in fact, differentiates such relationships from one another.*

*Basseches, M. and Mascolo, M. F. (2009). Psychotherapy as a Developmental Process (Kindle Locations 6686-6688). Taylor & Francis. Kindle Edition.*

# DAPP Micro-Development Process

- Thesis (entrenched belief/assimilation)
- Anti-thesis (evidence that belief does not always apply/failure of assimilation)
- Conflict (entrenched belief and contrary evidence)
- Synthesis

# DAPP and Interest-Based Mediation

- Positions (other-oriented, victim/victimizer, blame and vilify)
- Interests (self-oriented, needs)
- Options -world of possibilities (creative--aha--decentering)
- Solutions (mutual agreement to meet interests)

# DAPP and “Transformative” Mediation

- Positions (Victim/Victimizer)
- Feeling Listened to, non-judgmental
- Reduction in Victim/Victimizer Perspective
- Increase in strength and compassion
- Possible agreement/solution-optional for meeting goals of transformative mediation

# Seul: What is transformed?

- **Situational Transformation** *Situational transformation occurs where a party makes use of pre-existing perspectives or abilities in a manner that positively influences the present conflict, for example, by demonstrating empathy for another person's predicament.*
- **Developmental Transformation** *Developmental transformation occurs where a party begins to cultivate, or more securely internalizes, new perspectives and abilities -- perspectives and abilities indicative of a further stage of development.*
  - *Seul, J. (1999) How transformative is transformative mediation?: A Constructive-Developmental Assessment, Ohio State Journal. on Dispute Resolution. 15(1):135-172.*

# Hypotheses

- Psychotherapy and Mediation can lead to AD of clients (Folger and Bush, Seul, Basseches and Mascolo)
- Likewise, they encourage development of practitioners. (Basseches and Mascolo)
- AD stage transition requires multiple steps (Jordan, Commons, Basseches and Mascolo)
- Early, middle, or final steps in transition may take place within one session for client or practitioner



# Vignettes

- One: God will see that the right thing happens.
- Two: Thousand Dollar Day Spa
- Three: Wanting to do a “recall.”
- Four: He needs counseling

# Micro-Development Applied to Vignette Two

- Thesis: I understand why this client spends money on her spa day.
- Anti-thesis: This reminds me of my wife and her friends, but I never understood them.
- Conflict: I understand my client but not my wife.
- Synthesis: It would be good to listen to my wife as well as I listen to clients.

# Commons HCT Steps in Stage Transition

**Table 2**  
**Transition Steps in the Model of Hierarchical Complexity**

Step	Relation	Name	Dynamics within Step
1	$a = a'$ with $b'$	The first three steps are <i>deconstructive dialectics</i> . Temporary equilibrium point (thesis)	While still operating with previous stage synthesis, it does not solve all tasks. Deconstruction begins, an extinction process.
2	$b$	Negation or complementation (antithesis)	Negation or complementation, Inversion, or alternate thesis. Forms a second synthesis of previous stage actions.
3	$a$ or $b$	Relativism (alternation of thesis and antithesis)	Relativism. Alternates between thesis and antithesis. The schemes coexist, but there is no coordination of them.
4	$a$ and $b$	The remainder of the steps are <i>constructive dynamics</i> . Smash <sub>0</sub> (begins synthesis)	Begins extinction of the limitations of relativism's theses
5		Smash <sub>1</sub> Random hits, false alarms, and misses, low correct rejections	Elements from $a$ and $b$ are included in a nonsystematic, uncoordinated manner. Incorporates various subsets of all the possible elements.
6		Smash <sub>2</sub> More hits, excess false alarms, low misses and correct rejections	Incorporates subsets producing hits at stage $n$ . Basis for exclusion not sharp. Over generalization
7		Smash <sub>3</sub> Correct rejections and excess misses, low hits and false alarms	Incorporates subsets that produce correct rejections at stage $n$ . Produces misses. Basis for inclusion not sharp. Under generalization.
8	$a$ with $b$	New temporary equilibrium (synthesis and new thesis)	Arrives at a new, temporary equilibrium where all elements are coordinated and "settled."

# Jordan: Steps in Transition

1. Appearance vs. reality	Awareness of the possibility that appearances may present a biased image
2. Feelings vs. value judgments	Separating moral judgements from spontaneous feelings
3. Persons as individuals and as group members	Perceiving individual difference among group members
4. Differentiated cognition of persons	Perceiving the complexity and possible contradictory aspects of individuals
5. Decentering of perspective	Awareness of peculiarities of one's own perspective
6. Maintaining connection	Ability to endure discomfort while retaining contact
7. Coordination of interests	Ability to consider and coordinate the interests of self and others from a detached perspective
8. Role-taking	Ability to mentally put oneself in the shoes of another
9. Empathy	Ability to resonate emotionally with the deep feelings of others in spite of disagreement
10. Mindfulness	Presence and conscious decision making even in stressful situations
11. Authenticity	Openness with feelings, intentions and concerns
12. Identification with ethical principles	Commitment to act according to universal ethical principles
13. Personal values and group pressure	Ability to stand up for personal values if they are incompatible with group conformity
14. Assuming responsibility	Remaining in touch with the ever-present opportunities, however minimal, to make personal choices
15. Basic motivation	The nature of one's own concerns, desires, goals

# Hypotheses Raised (cont'd)

- Experiencing steps in the developmental process enables the professional to practice in a more effective manner.

# Hypotheses Raised

- Psychotherapy and Mediation both challenge the practitioner to develop as s/he runs into conflicts in the context of practice.
- Stage transition takes place across a number of steps. Steps, but not stage transition, may occur within one session.



# What happens in difficult conversations?

Different names for the same process?

- Pushing buttons
- Triggering
- Regression
- Switching to old brain
- Flashback

# How do practitioners help clients recover?

- Engaging rationality/higher order stage
  - Cognitive therapy (psychotherapy)
  - Moving from positions to interests (mediation)

# How do practitioners help clients to reach synthesis?

- Apprehending Synthesis
  - Synthesis: Truth (Analysis) /Acceptance (Mindful CBT)
  - Synthesis: Agreement/Understanding/empathy( mediation)

# Summary

- Both psychotherapy and mediation lead to growth or transformation in client and practitioner.
- DAPP model can be adapted for mediation
- Growth and transformation take place gradually. One step can take place in one session.