The Merrill Counseling Series

5TH EDITION

CLINICAL MENTAL HEALTH COUSELING IN COMMUNITY AND AGENCY SETTINGS

SAMUEL T. GLADDING | DEBORAH W. NEWSOME

Fifth Edition

Clinical Mental Health Counseling in Community and Agency Settings

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In memory of Shirley Ratliff, a clinical mental health counselor and an inspirational professional who touched my heart deeply and gave me many new insights.

—Samuel T. Gladding

In memory of Dr. Thomas M. Elmore (December 28, 1926–October 29, 2012), my mentor, teacher, colleague, and friend. Dr. Elmore exemplified what it means to be a counselor, in every sense of the word.

I also dedicate this book to our students—past, present, and future—who make it a privilege and an honor to serve as a counselor educator.

—Deborah W. Newsome

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PREFACE

Clinical mental health counseling is an exciting, evolving, and challenging profession. If you are just now embarking on the journey of becoming a professional clinical mental health counselor (CMHC), you are in for an exciting ride! We hope that this text, which addresses many of the 2016 standards of the Council for Accreditation of Counseling and Related Educational Programs (CACREP), will provide you with a strong foundation on which to develop skills and knowledge in the field.

When we wrote the fourth edition of *Clinical Mental Health Counseling in Community and Agency Settings* (2014), the 2009 CACREP standards had just been adopted. The standards no longer recognized community counseling and mental health counseling as separate specialization areas. Instead, the specializations were merged into one: clinical mental health counseling (CMHC). Counselor education programs that had separate community counseling and mental health counseling tracks were given time to transition into the new single CMHC track. As of July 1, 2013, CACREP recognizes only CMHC programs that have met the accreditation standards. To that end, we have focused exclusively on clinical mental health counseling in this fifth edition to provide you with a strong base in this specialty area.

Societal changes, changes in the global economy, high rates of unemployment and underemployment, rapid advances in technology, increased incidences of cyberbullying, issues confronting veterans, and an increased emphasis on treating clients from a holistic perspective (which is not always an easy task when clinicians are working in managed care environments) represent just a few of the ways changes in our world compel changes in the way we practice as clinical mental health counselors. We recognize that the CMHC profession will continue to evolve and that by the time you read this text, even more changes will have taken place. The *Diagnostic and Statistical Manual-5 (DSM-5)* was published in May 2013. The American Counseling Association (ACA) revised its code of ethics in 2014. Unanticipated changes to the world of clinical mental health counseling are inevitable. However, in the midst of change, clinical mental health counselors will continue to perform a broad range of therapeutic services among diverse client populations in a variety of settings. Clinical mental health counselors will use evidence-based approaches that promote prevention, early intervention, wellness, and advocacy, taking into account the client, the environment, and the interaction between the two. Clinical mental health counselors will continue to develop skills in working with crisis and trauma. Furthermore, they will continue to work with teams of other mental health and medical professionals to provide the best possible care for their clients.

In the fifth edition of this text, we address these and other topics. We examine the history and professional foundations of counseling, legal and ethical issues, counseling with diverse populations, multiple roles and functions of clinical mental health counselors, and the many settings in which clinical mental health counselors practice.

NEW TO THIS EDITION

The fifth edition features new content, which reflects some of the ongoing developments in the clinical mental health counseling field, including the following:

- Over 200 references have been added or updated, bringing this edition of the book current with the research in the field of mental health counseling.

- References to the *DSM-TR-IV* have been replaced by references to the *DSM-5*, making the diagnosis of clients current with the latest standards in the field.
- References to the American Counseling Association (ACA) 2005 *Code of Ethics* have been replaced with a focus on the 2014 *ACA Code of Ethics*.
- References to the 2009 CACREP Standards have been replaced with references to the 2016 CACREP Standards.
- The book has been streamlined from 16 to 15 chapters to make it more in line with semesters, which are usually 15 weeks long. (In making this change, the separate chapters on the history of counseling and identity as a mental health counselor were combined.)
- More than two dozen tables, figures, and boxes have been added to summarize important material in the book.
- Key words and concepts in each chapter have been boldfaced to help students recognize them.
- Parts of previous chapters have been moved around and expanded upon to make them more congruent in the chapters in which they have been placed. For instance, "coaching" has been moved from Chapter 13 on college and career counseling and placed in Chapter 15 next to private practice, which is more likely to be a setting that employs this clinical mental health specialty. Likewise, in Chapter 8, the last half of the chapter, dealing with crises and disasters, has been moved to the front of the chapter since counselors are more likely to be involved in these activities than matters pertaining to suicide.
- Chapter lengths have been evened out, providing a more uniform flow to the text.
- An epilogue has been added to contrast where the field of counseling and mental health counseling was when it was first formulated in the late 1970s with where it is today.

ORGANIZATION OF THE TEXT

The content is designed to address pertinent topics in clinical mental health counseling. Contents are organized in four parts:

- **Part 1: Historical and Professional Foundations of Clinical Mental Health Counseling.** In Part 1 of the text, we focus on the historical foundations of counseling, beginning with a recounting of the historical roots of the profession and an exploration of the concept of professional identity, particularly the specialty area of clinical mental health counseling. We describe credentialing and licensure policies associated with the profession (Chapter 1). In Chapter 2, ethical and legal issues, with a focus on those that pertain to clinical mental health counseling, are examined. In Chapter 3, we address counseling issues related to diversity. It is crucial for counselors to develop skills in working with people of different ethnic and racial backgrounds, sexual orientations, levels of ability, and social class. Other areas of diversity, including gender and adulthood, are discussed elsewhere in the text.
- **Part 2: Roles and Functions of Clinical Mental Health Counselors.** Clinical mental health counselors are responsible for developing the knowledge and skills needed to conduct a broad array of counseling services. Part 2 opens with a general description of the counseling process and specific descriptions of activities that occur

during the initial, working, and closing stages of counseling. In Chapter 5, we give specific attention to two general functions that counselors need to conduct skillfully: assessment and diagnosis. This chapter is followed with a description of holistic approaches to counseling, which are becoming more prevalent in many clinical settings. In Chapter 7, we focus on four important services clinical mental health counselors provide: consultation, advocacy, client outcome evaluation, and program evaluation. Part 2 concludes by addressing the significant topics of crisis and disaster response, suicide assessment and intervention, and the need to maintain counselor effectiveness, manage stress, and avoid burnout.

- **Part 3: Working with Specific Populations.** Clinical mental health counselors work with groups, couples, families, and individuals of varying ages. In Chapter 9, ways to work with groups are discussed, and in Chapter 10, ways of working with couples and families are covered. In Chapter 11, we focus on counseling children and adolescents, giving attention to developmental issues, counseling techniques, and specific counseling concerns that face this age group. In Chapter 12, issues related to counseling adults at different developmental levels are discussed. In addition to focusing on counseling throughout the adult life span, special attention is given to working with older adults, especially concerns related to the discriminatory practice of ageism and to the specific counseling needs of women and men.
- **Part 4: Clinical Mental Health Counseling: Settings and Services.** Clinical mental health counselors are employed in many different for-profit and nonprofit settings that operate in both public and private sectors. Chapter 13 explores the ways clinical mental health counselors work in college settings and the services they offer in career counseling, regardless of settings. In Chapter 14, we describe several settings in which clinical mental health counselors might be employed, including community agencies, healthcare facilities, child and family agencies, and other specialized clinical settings. Finally, Chapter 15 discusses the work counselors engage in when they are in employee assistance settings, private practice, and managed care environments. The practice of coaching is also included in this chapter since some private practitioners engage in this activity.

The content of the fifth edition is based on current research and practices germane to clinical mental health counseling. Information presented in the chapters is supplemented with narratives supplied by mental health professionals employed across counseling settings, who share their views of the rewards and challenges associated with the services they provide. In addition, case studies in each chapter, many of which were written by graduate students practicing in the field, provide opportunities for students to grapple with challenging issues faced by clinical mental health counselors. Finally, boxes, figures, and tables summarizing or clarifying information are included in individual chapters.

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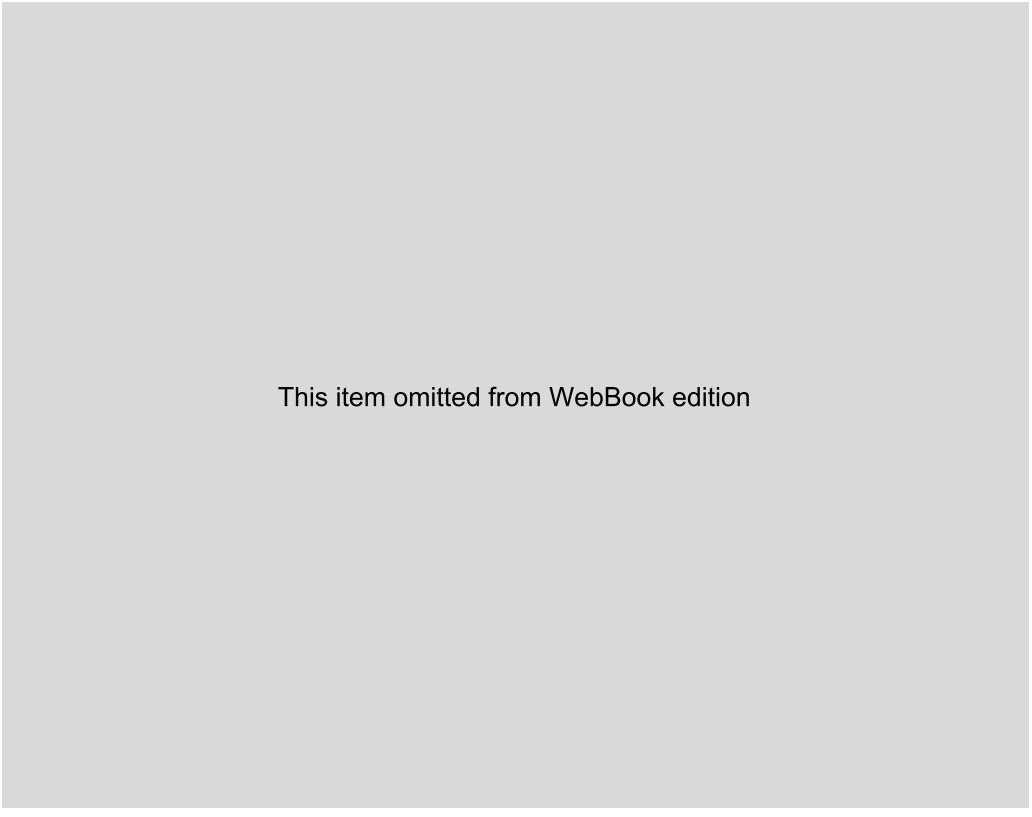

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ABOUT THE AUTHORS

Samuel T. Gladding is a professor in the Department of Counseling at Wake Forest University in Winston-Salem, North Carolina. He is a fellow in the American Counseling Association and its former president (2004–2005). He has also served as president of the Association for Counselor Education and Supervision (ACES), the Association for Specialists in Group Work (ASGW), the American Association of State Counseling Boards, and Chi Sigma Iota. He is the former editor of the *Journal for Specialists in Group Work*, a past member of the American Counseling Association Foundation, and a past member of the North Carolina Board of Licensed Professional Counselors.

Dr. Gladding has authored numerous professional publications, including 45 books. In 1999, he was cited as being in the top 1% of contributors to the flagship periodical of the American Counseling Association: the *Journal of Counseling and Development*. A National Certified Counselor (NCC), a Certified Clinical Mental Health Counselor (CCMHC), and a Licensed Professional Counselor (North Carolina), Dr. Gladding's specialty in counseling is creativity. He is married to Claire Tillson Gladding and is the father of three adult sons. In his spare time, he enjoys swimming, writing poetry, listening to music, and reading humor and history.

Deborah W. Newsome is an associate professor in the Department of Counseling at Wake Forest University in Winston-Salem, North Carolina, where she serves as the clinical mental health program director. She served on the Executive Board of the Association for Assessment in Counseling and Education (AACE) for six years and is a member of several divisions of the American Counseling Association (ACA). She is a National Certified Counselor (NCC), a Licensed Professional Counselor (LPC), and a Licensed North Carolina School Counselor. She teaches courses in clinical mental health counseling, counseling skill development, assessment, and career development and counseling. She also supervises graduate students' clinical experiences and volunteers at a local nonprofit counseling center.

Dr. Newsome has coauthored three books and over 25 book chapters and journal articles. She received Wake Forest University's Graduate Student Association Faculty Excellence Award twice. She and her husband, David Newsome, are the parents of two young adults—David, Jr., and Jennifer. Debbie is an avid runner and swimmer and enjoys playing the flute for various community organizations.

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