

1.4.3 Different Counselling Techniques

Counsellor uses a variety of techniques to suggest appropriate solutions to the problem of the counselee. Directive counselling is counsellor-centred approach where counsellor plays a leading role. Non-directive counselling is counselee-centred approach where he is guided to use his own inner resources to solve the problem.

A. Directive Counselling (Prescriptive Counselling)

Directive counselling is the process of listening to a client's problem, deciding what should be done, and then encouraging and motivating the

client to do it. This type of counselling accomplishes the function of advice and help in emotional release. In this process of counselling, counsellor plays the major role. He focuses his attention more on the problem than on the individual. The main exponent of this school of thought was **E G Williamson** (1950) of Minnesota University.

Directive counsellors accept the principle that nobody can do his own study impartially. It is for the purpose of an imparity. It is that a counsellor is needed. The principle of directive counselling can be clearly explained on the basis of the following points.

- a. In this process, considerable responsibility is assumed by the counsellor. He leads the interview, investigates the problem, defines it, diagnoses it and suggests remedial measures.
- b. The counsellor places more emphasis on the counselee's intellectual aspect than on his emotional aspect.
- c. It is the counsellor who takes all the decisions about the counselee but it involves the counselee's consent also.
- d. In directive counselling, study of the counselee's past is equally important as his present problems. Different means are used to study his past but his future is determined by the counsellor.

Counselling is possible only when the individual is able to accumulate adequate data to form the basis for an analytic diagnosis of the problem. The counsellor's role is to assist his student in getting such data to suggest suitable solutions. The counsellor plays a prominent and leading role. The possible solutions are suggested by the counsellor himself. The counsellor gives direct advice; suggestions, explanations to the counselee. The counsellor through repeated explanation convinces the counselee regarding the suitability of the suggested solution. The initiative is taken by the counsellor. The responsibility of the counsellor is to analyse the problem, find out the causes, make decisions, and suggest appropriate solutions to the counselee for his implementation.

Characteristics of Directive Counselling

Directive Counselling is also known as Counsellor Centred or Prescriptive Counselling. **E G Williamson** is said to be the chief exponent of Directive Counselling. The main characteristics of directive counselling are summarized as below:

- Counsellor plays an important role in the whole process.
- The counsellor is very active.
- Counsellor leads the interview process.
- The client is always sub-ordinate to the counsellor.
- The point of focus is the problem and not the individual.

- This type of counselling stresses more on the person's intellectual aspect than the emotional aspects.
- The counsellor owns entire responsibility of solving the problems of his or her client.

Basic Assumptions of Directive Counselling

The assumptions of directive counselling are:

- The goal of counselling is to help the individual achieve optimum development of his personality leading to be a socially enlightened, self-understanding and self-directing individual.
- Each individual is unique and his unique qualities can be developed only in the group through his interactions with others.
- Counselling should be voluntary, not forced. It should be occasional by the willingness and felt need of the individual himself. But it is also assumed by **Williamson** (1965) that sometimes even non-voluntary and reluctant counsees may be benefitted by directive counselling.
- Counselling is remedial in nature in the sense that it is resorted to when the individual faces a problem which he cannot solve by himself.
- Counselling is non-evaluative in the sense that the counselling does not have to criticise client's ideas, feelings, and values. He remains neutral without showing what he prefers or thinks right.
- The focus of counselling is counselee's own perception of his problem and the totality of human development.
- Counselling is a "thinking" relationship applying human reason to the problem of development.
- Respect for and keeping the worth and dignity of the client intact is essential. He should be accepted with all that he is potentially capable.

Steps in Directive Counselling

The following are the six steps in his procedure of counselling:

Step 1: Analysis: This is concerned with the appraisal of the individual. At this stage the counsellor collects information and data about the counselee. For this purpose he uses various methods such as cumulative, records, interview, records of various kinds and psychological tests. He uses three methods of using the test data: (i) Clinical, (ii) Psychometric Profile Method, (iii) Psychometric Index and Method. In the clinical method the results of each test are interpreted singly and in relation to other tests and other personal and social data. Their importance is judged subjectively and a judgement is made on the basis of that. In case of psychometric profile

method test scores are compared with occupational groups to ascertain which he resembles most clearly. In the psychometric index method an individual's scores are converted into one total score or index.

Step 2: Synthesis: It is defined by Williamson as the process of summarizing and organizing the data or information collected about the individual. The purpose of this is to bring out the assets, liabilities, adjustments, maladjustments, etc. so that a coherent and clear picture of the individual is obtained. For achieving this purpose case conference, discussion with the client and interviews with the client are frequently used.

Step 3: Diagnosis: This is the state where the problem of the counsellee is finally identified and established. The problem is not only stated and described. Its causes and dynamics, too, are interpreted and described.

Step 4: Prognosis: This is prediction of the consequences or outcome of the identified problem and its dynamism. It is, generally, in the form of a hypothesis, which is for the consideration of the client. **Williamson** (1950), **Meehl** (1954) and **Pepinskys** (1954) have all discussed the appraisal function as one in which the counsellor formulates and tests hypotheses on the basis of a variety of facts, taken together which construct a picture of the client. Meehl calls this "a conception of man", Pepinsky refers to this as a "hypothetical man". It is a "clinical construct".

Step 5: Counselling: This is the final stage of counselling at which all the possible ways of solving the problem, *i.e.*, all the possible hypotheses are discussed with the client who with the help of the counsellor analyzes his problem and finally, selects the most probable or most appropriate way of helping himself.

Step 6: Follow-up: The sixth step in directive counselling is following up which is extremely important. An individual may be able to solve immediate problems through counselling but new problems may occur or the original problem may re-occur. Follow-up with the client is extremely necessary. The role of counsellor is important as he has to make the individual understand and accept his strength and also his weakness and faults.

Counselling Process

The counsellor through his warm and friendly behaviour, must create a cordial atmosphere for the counselling session, through a process involving the personal talk in the form of discussion, the counsellor must attempt to understand the various aspects of the problem. The counsellor gives his advice as to how to hope with the problems. He suggests number of solutions and asks the counsellee to choose the appropriate one. The session is terminated when the counsellee is convinced about his future

plan of action. The final step in counselling is follow-up. The effectiveness of the prescription given by the counsellor to the student must be seen in practice. The counsellor keeps a watch over the student's behaviour. The counsellor sees that the problem does not recur. The chief exponent of directive counselling is B.G. Williamson. Directive counselling is counsellor oriented as the counsellor plays a major role in solving the problem. The counsellor identifies, defines, diagnoses the problem and then provides a solution. The counsellor has a major role to play in directive counselling as he directs thinking by informing, explaining, interpreting and advising the client. The counsellor in directive counselling performs the following activities:

- The counsellor conducts an analysis, which entails collecting data from various sources so that the problem of the client can be understood.
- He puts together data which involves interpreting and organizing the data collected to know about the client's strengths, weaknesses and so on.
- He identifies the nature of the problem and also what causes the problem.
- He conducts a prognosis which involves predicting the development of the problem in the future.
- Counselling which involves taking steps to help the client adjust to the problem and eventually overcoming it.
- He conducts a follow-up which involves helping the client time and again or when the client faces the same type of problem again.

Advantages of Directive Counselling

- This method is very economical and accumulates less time.
- Counsellor perceives the client more objectively than the client him or herself.
- Emphasis is always on the problem and not on the individual.
- Intellectual aspects are on priority than the emotional aspects.
- This method is useful from the time consuming view-point.
- It saves time.
- In this type of counselling, there is more focus on the problem and the person. 3) The counsellor can look the client directly.
- Counselling focuses more on the intellectual aspects of the person than emotional aspect of the personality.
- In this process, the counsellor becomes readily available to help which makes the client very happy.

Limitations of Directive Counselling

- In this process the client is more dependent. He is also less able to solve new problems of adjustment.

- As the client is never independent of the counsellor, it is not an efficient best guidance.
- Unless and until a person does not develop some attitude through experiences, he cannot make any decision himself.
- The counsellor fails in serving the client to commit the mistakes in future
- Here the client is more dependent and is not able to solve his own problems.
- It fails in saving the client to commit the mistakes in future, as the counselee remains ever-dependent.
- It kills the initiative of the client.
- Scarcity of information regarding the client can create the possibility of wrong counselling.