

Some Lessons Learned On My Voyage of Discovery

Gary J. Oliver, Th.M., Ph.D.
 Executive Director,
 The Center for Healthy Relationships
 Professor of Psychology & Practical Theology
 John Brown University

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What Is Emotional & Relational Intelligence (ERQ)?

“The ability to be aware of, identify and understand our own emotions and those of others . . . and to constructively manage and utilize those emotions in ourselves and in our relationships.”
 (Gary J. Oliver, Ph.D.)

The ERQ™ Model of Maturity

| | Recognition (Knowledge/Awareness) | Regulation (Management/Action) |
|--------------------------------------|--|--|
| Other (RQ) (INTERpersonal) | Relational Awareness <ul style="list-style-type: none"> • Empathy • Effective Listening • Respecting Diversity | Relationship Management <ul style="list-style-type: none"> • Communication • Conflict Management • Cohesion (Teamwork) • Relational Flexibility |
| Self (EQ) (INTRApersonal) | Self-Awareness <ul style="list-style-type: none"> • Emotional Awareness • Emotional Expression • Self-Confidence | Self-Management <ul style="list-style-type: none"> • Emotional Management • Anger Management • Life Balance (Stress) |

What Factors Might Impact How We “Do” Our Emotions

| | |
|-----------------------|------------------|
| Gender | Ethnicity |
| Age | Personality Type |
| Family of Origin | Education |
| Religion/Spirituality | Life Experience |

What Is Anger?

1. A strong feeling of frustration or displeasure.
2. A state of readiness. Anger is energy.
3. Anger is a piece of information that can serve as a warning that tells us we might be in danger or at risk.
4. A secondary emotion that is experienced in response to a primary emotion such as fear, hurt or frustration.

Why Is Anger Such A Major Problem?

1. It is the most MISUNDERSTOOD emotion.
2. Anger has definite PHYSICAL effects.
3. It is one of the most POWERFUL and CONTROLLING of all the emotions.
4. When not properly understood and dealt with, it is one of the most DANGEROUS.

What Are Some Major Causes of Anger?

- A. Hurt (Past) B. Frustration (Present) C. Fear/Anxiety (Future)

The Value of Assessment

- Provides a lot of information in a short period of time
- Is a good source of additional insights
- Is like having a “second” opinion
- Is cost-effective & time effective
- It helps the counselor not to leave out important areas
- Provides an objective baseline to measure change & growth
- Facilitates communication & case-consultations with other counselors

Diagnosis and the DSM

The Potential VALUE of thinking Diagnostically

Simplification of complex data

Clarity of communication between professionals

Improved prognostic judgments

Assistance in identification of best practices and in selection of more appropriate treatments

The Potential MISUSE of Diagnosis

Value of Homework

Strengthens commitment to take responsibility for growth.

Clients gain new perspectives.

Reinforces insights & knowledge gained in the session.

Builds a sense of self-efficacy.

Develops dependency on God rather than on the therapist.

Makes it possible to communicate more information in a shorter period of time.

Helps the client to experience growth in between sessions.

The Challenge of Helping People change

A. The Many Meanings of Change

B. Roadblocks/Barriers to Change

Primary Approaches to Helping People Change

-Focus on the past or focus on the problems or focus on solutions

Primary Approaches to Helping People Grow

-Focus on Growth

Some Differences Between Brief & Long-Term Therapy

- Specific Objectives
- Directive Techniques

Communication: Soliton-focused Clear Plan

- Treatment of Symptoms is Legitimized
- Responsibility for Accomplishing Goals

Some Core Assumptions of Brief Therapy

- A conscious & conscientious use of time.
- A belief that therapy is not “timeless” but rather may be intermittent throughout a person’s life.
- An emphasis on pragmatism, parsimony, & change versus “cure”...the client receives the amount of therapy needed...no more & no less
- Limited & specific goals, maintenance of a clear, specific treatment focus with clearly defined outcomes.
- Small changes are all that are necessary.
- The strengths & resources of the client are emphasized & utilized.
- Creative, pragmatic, & flexible use of techniques.
- *The Psalm 139:23-24 Principle*
- Change is inevitable, growth is optional.
- Small changes can be significant.
- People bring many resources into the counseling session. Effective therapy builds on a client’s strengths rather than merely identifying & dwelling on their weaknesses.
- Problems are solved, growth is encouraged, people aren’t cured.
- Failure can be an invaluable resource for learning (II Corinthians 12:7-10).
- The most effective treatment takes into account the whole person; mind, emotions & will / body, soul & spirit.
- Cultivating emotional intelligence is a critical dimension of the growth process

The Focal Shifts of Growth-Focused Brief Therapy

- From Change to Growth
- From Weaknesses to Strengths
- From the Past to the Present
- From Problems to Possibilities
- From Excuses to Exceptions
- From Uniformity to Uniqueness
- From Head to Heart

Interpersonal Neurobiology

1. The Brain and the Mind—What’s the difference and why is it important?
2. The “emotional” brain and the “rational” brain.
3. The Miracle of Neuroplasticity—Becoming “transformed by the renewing of our minds.”
4. The contributions of Mirror Neurons
5. The Implications of Epigenetics

The Person of the Therapist: WHO We are as People

Who We Are & What We Do

The **Initial** Focus: What We **DO** (99% of our training)

The **Secondary** Focus: Who We **ARE**

Who Are We?

- 1) Broken 2) Beloved

We receive ample training for **WHAT** we **DO**. But where do we get training for **WHO** we are?

At times it’s important for us to remember to put the WHO (who we are as a person, our character, integrity, emotional and relational health, empathy etc.) **before the WHAT** (our theory & techniques).