Authentic Trainings, LLC

PRACTICAL, RELATABLE, & COMPASSIONATE

In last month's newsletter, I shared the significance of positive regard, accurate empathy, and acceptance as vital skills for forming connections and achieving positive outcomes.

This month, I delve into the essential role of genuineness in building strong alliances with others.

Experts in Motivational Interviewing, Bill Miller and Theresa Moyers, have emphasized genuineness as a key skill that enhances client outcomes. However, genuineness is critical in all relationships, and we all have an innate ability to detect it.

Remember how your parents always knew when you were lying? They had built-in radar that went off when you were not telling the truth.

Do you remember that salesman trying to be your "friend" in his effort to make the sale?

How about that person you worked with that you found hard to like, and no matter how hard you tried, the connection didn't happen.

In our roles as helping professionals, we can be polite and professional, do all the right things, and our clients or peers don't return to appointments, group sessions, or meetings.

Remember that Parent Radar from earlier? We all have it. When it goes off, we don't feel safe and can't trust that the person is invested in us and our best interest.

We all have encountered situations where we sensed insincerity, which resulted in a lack of trust and connection. In contrast, when we feel safe and trust the person, we perceive them as genuine.

For professionals in mental health, substance use disorder, and medicine, genuineness fosters an authentic working alliance that gets people to come back.

Yet, being genuine in helping relationships can be challenging, and we may fear losing objectivity and blurring boundaries. Nevertheless, we can learn to maintain healthy boundaries while being genuine in our alliances with clients and peers. We can build our capacity for genuineness by learning the following skills:

- *Knowing when to self-disclose and how much to share.*
- *Recognizing emotional detachment in yourself.*
- *Overcoming your fear of being vulnerable.*
- *Using supervision to explore why you might not be able to connect with an individual.*
- *Being curious and asking open-ended questions.*
- *Using reflections to demonstrate intent listening and interest.*
- *Affirming strengths communicates that you like the individual.*
- *Using compassion (a genuine desire to help another) to help us deepen our genuineness*

When we rest in compassion, communication flows easily, and our body language matches our words. Thus, we can enter an authentic working alliance—a critical component of Motivational Interviewing, an evidence-based communication style that encourages partnership, acceptance, compassion, and empowerment.

To sum it up, genuineness is a vital, learnable skill that strengthens our ability to influence change in the people we help.

Give your team the skills to cultivate strong, authentic working alliances--and transform your organization's outcomes. ??

To book a custom staff training, simply reply to this email. I'll respond quickly so we can assess your needs and get your training scheduled asap.

Talk soon,

Sandy

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Clinical Supervision Foundations

Get the must-have skills you need to lead your staff and clients to better treatment and lasting outcomes.

Clinical Supervision, when properly implemented by competent Clinical Supervisor...

- *improves client care*
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This 16-hour virtual training - along with the 14-hour online prerequisite training - satisfies the 30-hour Clinical Supervision requirement of the Advanced Counselor and Master Counselor status.

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- July 20-21; July 27-28
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Location: Virtual Event

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