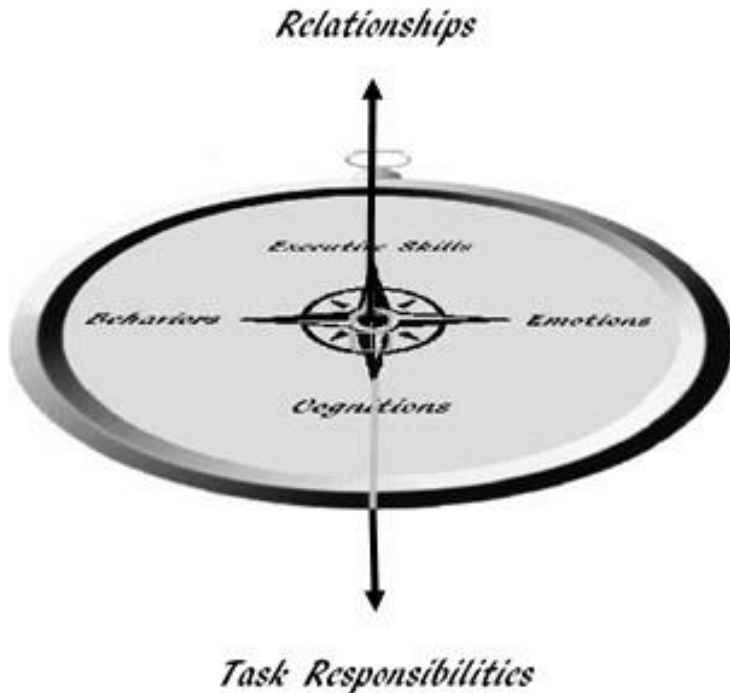




## Conceptualizing the role of a Residential Counselor:



### **Core Responsibilities:**

Relationships (Upward): A core responsibility is to attend to the care, well-being, and safety of the clients. Being able to fulfill this aspect of the role requires caring and respectful relationships between staff and clients.

Task Responsibilities (Downward): A Residential Counselor has numerous core tasks related to the implementation of program structures, care of the facility, and reporting requirements.

**Counseling Responsibilities:** This compass represents four domains of counseling. As a counselor, a *Residential Counselor's primary responsibility* can be thought of as *helping clients become centered when they are unbalanced*.

Emotions (East): The emotionally unbalanced client needs counseling toward feeling calmer and more stable.

Cognitions (South): The cognitively unbalanced client needs counseling toward less confusion and more clarity of thought.

Behaviors (West): The behaviorally unbalanced client needs counseling toward how to achieve calm external behaviors and a calm physiology and nervous system.

Executive Skills (North): When the client is unbalanced, the Residential Counselor serves as support for executive functions, providing those skills the client can't access (reaction inhibition, stress tolerance, planning, prioritizing, organizing, sustaining attention, time management, task initiation, working memory, flexibility, goal-directed persistence, awareness, meta-cognition).

When the client is generally centered, the Residential Counselor's role is to promote the client's development of executive skills toward increased independence and self-regulation.

**Self-Care Responsibilities:** When Residential Counselors can, themselves, present as highly centered human beings, it has a positive therapeutic effect on clients. Thus, the training and support of Residential Counselors should include a focus on tools & techniques they can apply to themselves.

Self (Inward): At the center of this compass is the Residential Counselor's personal abilities to become centered in what is a very challenging role.