

"The Person-Centered approach, then is primarily a way of being which finds its expression in attitudes and behaviors that create a growth-promoting climate."

Carl R. Rogers

Designated Facilitators in Person-Centered Community Groups: Unnecessary and Insufficient

By Jerold D. Bozarth, Ph.D.

CHAPTER 4, THE LAST CHAPTER

I have been permitted by Jerold to "serialize" his paper (Jerold's term). AND I also told Jerold I would like to respond to his article, which also seemed OK. I hope others will respond here and/or in our Person Centered Journal. There will be four parts to Jerold's paper as well as four responses from me. I do hope we will hear from others, also.

The bibliography will appear only twice; at the end of the first chapter of our "serial" and at the end of our last chapter, chapter 4.

KEN NEWTON

SUMMARY

Earlier, three conclusions were stated about designated facilitators. These were arrived at as I reviewed the previous material. These conclusions and the prime rationale are the following:

(1) IT IS MOST IDEAL TO *NOT* HAVE FACILITATORS;

It is in essence, the individual's perception of existing attitudinal conditions that promotes the natural actualizing tendency. Individuals in groups will have the opportunity to perceive these attitudes from multiple individuals if the general atmosphere of psychological freedom exists. All individuals have the opportunity for connections throughout the group experience. The very act of designated facilitators suggest that someone has more knowledge, are more embodied in the attitudes than others, and know better what "to do".

(2) IF THERE ARE DESIGNATED FACILITATORS, THEY SHOULDN'T DO VERY MUCH EXCEPT BE THEMSELVES;

Scientific evidence (Bohart & Rosenthal, 1995) supports the clear message of the person-centered approach (O'Hara, 1995) that: It isn't the technique, it isn't the therapist, it isn't the level of training, it isn't the new wonder drug, it isn't the diagnosis. It is our clients' own inborn capacities for self-healing, and it is the meeting — the relationship in which two or more sovereign and sacred "I's" meet as a "we" to engage with significant questions of existence" (p. 9, 30-31).

We can add, "*It isn't the facilitator.*"

(3) THAT PRE-CONCEIVED IDEAS ABOUT GROUPS EMANATING FROM OTHER THEORETICAL STANCES HAVE CONTAMINATED PERSON-CENTERED VIEWS AND PRACTICE IN GROUPS. (*I believe this also to be true in individual therapy.*)

The influence of different views is readily apparent from comments in the literature, For example:

"What if at core there are other urges as motivationally urgent and powerful as the actualizing tendency" (Quinn, 1993, p. 11)?

"The posting of universally applicable factors is the product of myopic schoolism and violates the principle of tailor-making the therapy to the needs of the patient" (Fay and Lazarus, 1992, abstract).

"...if Rogers were correct, there would be no point in bothering to learn any specific techniques — be warm, genuine, congruent and empathic and establish a good therapeutic alliance — period" (Fay and Lazarus, 1992, p. 3)!

"At its worse, Rogers' contentions perpetuated simplistic formulations and singular treatments for all clinical encounters (Norcross, 1991, cited in Norcross, 1992, p. 2).

"...the potential of client-centered counseling is severely limited because of the relative paucity of information that is being incorporated" (Cain, 1993, p. 135).

(continued on page 2)

Designated Facilitators continued

These quotes are all indicative of misunderstandings of the fundamental principles of Rogers' theory (Bozarth, in press). As such, they lead to contamination of the adaptation of the role of the person-centered facilitator in the group.

Coulson's (1970) comment on encounter groups is, perhaps, relevant in terms of the role of the designated facilitator. He suggested that the necessary and sufficient conditions for encounter is that there be an occasion for it. The major characteristic being the time for it in an unstructured situation. Coulson specifically states:

This occasion, this sole necessary and sufficient condition of the encounter, is one of stopping the action long enough for people really to come to see one another, for them gradually to have with one another the things which are so simple — to weep, to be held, to be loved — that people ordinarily are too embarrassed to mention them. (p. 10).

Coulson suggests, though, that people need permission to talk differently than in ordinary social discourse. Hence, individuals who have been in previous encounter experiences, or "...permission-giving facilitators can help individuals to not ...while away the time chit-chatting, vying for leadership, or in other ways avoiding honest expression". (p. 10) As to the role of the facilitator:

But put a facilitator in the room, imply that s/he knows what he's doing and then suggest to him that s/he not do anything, except perhaps to gently express his/her own feeling from time to time, and this assignment of leadership will both prevent people from wasting time with such social maneuvers as contending over leadership themselves, and also give them sufficient permission to speak honestly. People need an excuse at first to speak honestly, and the mere presence of an "expert" can be sufficient excuse — he (she) doesn't have to do anything special. (p. 10)

Although I don't completely agree with Coulson, the importance of the non-directivity and lack of interference of any designated leader is critical in my opinion.

The important aspect of group facilitation is that an atmosphere exists where individuals are free to be themselves while overall experiencing themselves as being unconditionally accepted by someone. In therapy, Rogers hypothesized that individuals adaptation of unconditional positive regard for themselves is related to experiencing such regard from the therapist as a significant other should be the facilitator. In fact, when freedom in the community exists, there are many significant others accepting any given individual.

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(REFERENCES continued on page 3)

RESPONSE TO JEROLD BOZARTH'S ARTICLE "DESIGNATED FACILITATORS IN PERSON-CENTERED COMMUNITY GROUPS: UNNECESSARY AND INSUFFICIENT"

CHAPTER 4, THE LAST CHAPTER

By Ken Newton

There are several conclusions.

Most ideal is not to have facilitators. The key words in the rationale for this conclusion is "—if the general atmosphere of psychological freedom exists." If the facilitators do not have more knowledge, better attitudes and know better what "to do" they obviously should not be facilitators. This in no way implies that the facilitators know more than anyone else, has better attitudes than anyone else or know the very best things "to do." It does imply that the facilitator is an expert at what he or she is doing and as that expert he/she is continuing to learn and to change and has a responsibility to use his/her knowledge for others benefit.

Conclusion No. 2. I agree facilitators must be themselves. And I also agree (most enthusiastically) that "—it is the meeting—the relationship in which two or more—" individuals meet that reproduce/results in change.

People are ordinarily too embarrassed to mention that they want to cry, want to be loved, want to be held. Yes, we can "cry" we can be "loved", we can be "held" — AND to put those into words in meaningful, authentic relationships, is a very difficult place to get to. Yes, people will tell you to cry; hold you when you say you want to be held, be loving with you when you want to be loved (even love you the way you say you want to be loved). And to care in a confirming,

authentic dialogue is frequently missing there. The other goes into "operation" rather than permitting and enabling you to be the way you are and talking about the way you are and to have your feelings the way you are.

Coulson's remarks regarding the role of facilitators I find very reinforcing for my "way of being." **The facilitator does do something and is the acknowledged expert. If only for a while.**

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MEMBER ADDRESS CHANGES

● LEE CALEY
3250 M63 North
Box 14
Benton Harbor, MI 49022, USA

● JENNIFER LEVITT
21 Harden Lane
Wilsden, Bradford
West Yorkshire, UK

BRIEF REPORT ON THE KUTZTOWN COMMUNITY MEETING STUDY

Barbara Temaner Brodley

Kathy Moon, Susan Pildes, Brian Levitt, Carol Wolter-Gustafson and I collected data concerning participants reactions to the community meetings during the 1996 Annual ADPCA Conference in Kutztown. Susan Pildes and I have organized the data and begun tallying some descriptive statistics.

Participants in community meetings were asked to respond to Leif Braaten's "Group Climate Questionnaire, Person-Centered Form" (1990), which presents 15 statements, each of which can be responded to on a scale from 0 (not at all) to 6 (extremely). The specific items were primarily written to express Rogers' therapeutic attitudes described in his "necessary and sufficient conditions" theoretical article. Items in the questionnaire tap "genuineness", "positive regard level", "positive regard unconditionally", "accurate empathy", "anxiety". In addition, one item taps "confrontation" and another taps "motivation".

Participants were asked to respond to the questionnaire after three (of the five) community meetings during the conference if they could or would do so. They were also told their responses after only one or as many as five community meetings would be useful to the researchers. They were asked to fill out the questionnaire immediately after the community meetings.

Fifty eight people filled out the Q after community one, 11 after community two, 52 after community 3, 43 after community 4, and 18 after community five. (58 + 11 + 52 + 43 + 18 = 182. A total of 182 questionnaires were filled out).

Eighty eight different people filled out the questionnaires. Thirty four people (out of the 88 total) responded after only one community meeting. (1 x 34 = 34). 16 people responded after two community meetings. (2 x 16 = 32). 36 people responded after three community meetings. (3 x 36 = 108).

2 people responded after four community meetings. (4 x 2 = 8). No people responded after all five community meetings. (5 x 0 = 0). (34 + 16 + 36 + 2 + 0 = 88 people). (34 + 32 + 108 + 8 + 0 = 182 questionnaires).

So far we have only tabulated responses to the three items that tap empathy or empathic understanding. These are item 2 - "The members showed understanding for the special self experience of each other", item 7 - "The members attempted to get at the meaning each one attributed to their experience", and item 12 - "The members understood each other spontaneously and immediately without any special considerations". The scale responses for a particular item were added then divided by the total instances of responses to the item.

The following table will give a summary of the means and ranges of scores for each item, for each community meeting.

Community	Item 2		Item 7		Item 12	
	Mean	Range	Mean	Range	Mean	Range
1	3.87	1-6	3.49	0-6	2.93	0-6
2	3.81	2-5	4.20	2-6	2.60	0-4
3	3.54	1-6	3.30	1-6	2.39	0-6
4	4.26	1-6	4.10	1-6	2.83	0-5
5	4.56	2-6	4.94	3-6	3.87	2-6

These basic statistics represent only a beginning of our analysis of the data collected. We will share the data with anyone who is interested. We have created score sheets that anyone can work from and will send copies to you if you write to:

Barbara Brodley, 2400 N. Lake View #2701, Chicago, IL 60614, (phone) 773-348-2201, (fax) 773-348-8787, e-mail<btb@wwa.com>.

NEW MEMBERS

WAYNE P. BROWN
2222 W. Atlantic Ave.
Delray Beach, FL 33445, USA

ILG-KRATZER USCHI
Mannheimerstr. 337
D-69123 Heidelberg, Germany

KATHY ELISON
219 E. Elizabeth St.
Ft. Collins, CO 80524, USA

MARIE-PIERRE SERNATINGER
1143 New Tier Ct.
Wilmette, IL 60091, USA

JAMES L. MOORE III
208 Turner St., NW, Suite 211
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ATTENTION MEMBERS

IF YOUR AREA CODE
IS CHANGING OR
HAS CHANGED,
PLEASE SEND TO
JULIA RABIN.

MEMBERSHIP IN THE ASSOCIATION FOR THE DEVELOPMENT OF THE PERSON-CENTERED APPROACH

ADPCA is an international network of persons who support the development and application of the person-centered approach. ADPCA is an association that seeks to further a pioneering spirit and vision of what person can become.

Functions of ADPCA:

The Association is an interdisciplinary and international network which welcomes the participation of educators, psychologists, nurses, social workers, health service providers, pastoral counselors, psychiatrists, psychotherapists, counselors, marriage and family therapists, organization development specialists, and other professional and lay persons involved in the field of human relations, and personal and interpersonal development.

Its current FUNCTIONS include:

Sponsorship of an annual meeting which includes activities that are experiential, theoretical, and practical (business meetings).

Publication of a quarterly newsletter, RENAISSANCE.

Publication of the PERSON-CENTERED JOURNAL, presently being published twice a year.

Publication of an annual membership directory.

Dissemination of information about other person-centered activities and organizations throughout the world.

MEMBERSHIP BENEFITS include:

Subscription to the PERSON-CENTERED JOURNAL.

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Listing in and a copy of the Association Membership Directory.

An Annual Meeting for interaction, dialogue, and didactics.

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- Regular membership \$65
- Student membership..... \$25
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- Journal subscriptions only \$65

Partial or full scholarships possible on request.
Additional contributions are welcome from those who are able to provide membership for those unable.
Annual meetings are based on a sliding scale fee established by hosting committees.

I am enclosing \$ _____ for:
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For information about the Association, the following names, addresses and phone numbers are suggested:

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Julie Rabin
P.O. Box 396
Orange, MA 01364
(617) 551-9912

Person-Centered Journal Information:

Jerold D. Bozarth
The Person-Centered Studies Project
Aderhold 402
University of Georgia
Athens, GA 30602 USA
(706) 542-4127

Renaissance Newsletter Submissions:

Ken Newton
Psychology Department
University of Tennessee
Knoxville, TN 37996 USA
(423) 974-2165

THE PERSON-CENTERED APPROACH

PRINCIPLES OF HUMAN EMPOWERMENT

TENTH YEAR • February 24-March 2, 1997

PRESENTED BY:

The University of Georgia Department of Counseling and Human Development Services and the State University of West Georgia Department of Counseling and Educational Psychology Colleges of Education

SPONSORSHIP:

The program is convened by the staff of the Person-Centered Studies Program, The University of Georgia and the State University of West Georgia. Presenters will include individuals from academic and clinical settings who practice person-centered perspectives as well as others who may have other theory and practice presentations related to person-centered principles. The context of the program will operate from the framework of client-centered theory and the person-centered approach.

LOCATION:

Roosevelt Rehabilitation Center - Warm Springs, Georgia, the historical setting is that of the "Little White House" of Franklin D. Roosevelt.

FEES:

	REGISTRATION	ROOM
Mon-Wed (1st)	\$100	\$70
Wed-Sun (2nd)	\$150	\$140
Mon-Sun (Both)	\$220	\$210

The dinner/social on Tuesday and on Friday are \$20.00 each.

Rooms are double occupancy.

Lunch and Dinner are available at reasonable cost in the Rehabilitation Institute cafeteria.

Adjusted registration rates will be possible in certain instances.

PLEASE CHECK ONE OF THE FOLLOWING:

- Mon-Wed (1st) \$190 (\$20 for Social)
- Wed-Sun (2nd) \$310 (\$20 for Social)
- Mon-Sun (Both) \$470 (\$40 for Socials)

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LIMITED ENROLLMENT - EARLY REGISTRATION IS SUGGESTED TO GUARANTEE A ROOM.

Make checks payable to:
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The University of Georgia
Athens, GA 30602-7142
(706) 542-4125

All fees are due by February 1, 1997

N O T E S

I received this letter from Ruth Sanford just before Christmas. I was fortunate to room with Momcilo at our California meeting several years ago. KRN

I have just received a note from Momcilo's sister-in-law informing me of his death on October 30th. He died of cancer.

If anyone has been sending checks to Momcilo, they may wish to continue, but make them payable to his son, Dejan Zivkovic. His sister-in-law, Anne-Marie Zivkovic, requested that anyone having a paper or papers which Momcilo wrote to send a copy to her, because the University of Belgrade is planning to issue a memorial collection of his work.

Anne-Marie's address is:
3407 S.W. 34th St.
Des Moines, IA 50321

Please print a correction in the next issue. My presentation on Neuropsychological Assessment as a Means Toward Greater Empathy and Communication with Brain-Damaged Clients will be a conference presentation at our 12th annual conference in Las Vegas, not a pre-conference workshop. The misunderstanding was my fault for submitting the wrong response to Bruce. *Jon Rose*

FIRST ANNUAL MEETING

The Person-Centered Approach
*at the Eastern Psychological Association
 Annual Meeting*

WASHINGTON, DC
 APRIL 11-13, 1997

FRIDAY, APRIL 11

10:15 A.M. - 11:45 A.M. Person-centered applications to four populations: Rehabilitation clients, Clients reporting substance use/abuse issues, College students reporting test anxiety, and Adolescent clients within a structured inpatient setting.

FRANKLIN BROWN (CENTER FOR SELF ESTEEM); JO COHEN, LIZ FOX & LAURIE SILVERSTEIN (OF KUTZTOWN UNIVERSITY).

Panelists discuss common and idiosyncratic developmental stages of therapy among people in four settings. Person-centered principles identified include the core conditions and trust in client self expertise.

1:45 P.M. - 3:15 P.M. Advances in client-centered theory and practice: Schizophrenic, retarded, and dissociated clients.

JO COHEN (KU) MODERATOR/DISCUSSANT; PANELISTS (FROM CHICAGO COUNSELING CENTER): GARY PROUTY; BARBARA ROY; MARGARET WARNER.

Panelists address key assumption of pct, that persons possess self-autonomous resources for internal change. Prouty's "pre-therapy" considers pre-expressive processes to be pre-experiential — not directly phenomenological, but behavioral. Roy's case presentation of long-term therapy with MPD diagnosed client exemplifies pre-therapy work in uncovering memories. Warner reports on work with clients diagnosed with dissociative states, & illustrates benefits of allowing high levels of client control over therapy. Cohen presents a case study of pca work with a client diagnosed schizophrenic. More directive approaches appear to complicate therapy for many clients by raising authority issues and by taking timing of interaction out of the client's control.

3:30 P.M. - 5:00 P.M. Student-centered learning.

WILLIAM BONNICE (U OF NEW HAMPSHIRE); JO COHEN (KU); SUSAN REFFIE (KU); RUTH SANFORD (PRIVATE PRACTICE); LISA SCHUMACHER (KU).

P-C principles applied to classroom settings enable students to gain increased confidence in a self-directed learning process. Sanford emphasizes partnership in the learning process, drawing upon decades of experience in education, & also within administration, research, advisement, & conflict resolution. Bonnice addresses building a learning community, determining a syllabus and a grading system, using cooperative learning teams which foster mutual support rather than competition, and a sca to assessing the learning process. Cohen addresses developing course syllabi that permit student self-direction, creating a system of student self-evaluation, and incorporating p-c attitudes into interactions with students in and out of the classroom. Reffie and Schumacher share personal experiences as student participants in the model.

6:00 P.M. - 9:00 P.M. Person-centered community meeting (sponsored by ADPCA & Chicago Counseling Center)

SATURDAY, APRIL 12

10:15 A.M. - 11:45 A.M. Becoming a master counselor.

JO COHEN (KU), CHAIR; AND PRESENTER DISCUSSANTS (FROM KU) DAVE CLEWELL; TARYN GALOMB-LOPEZ; SETH GROSSMAN; TISH LEITZEL; TERI MERTZ; MICHAEL MOSKO; HERB PURDY; RANDY ROTHCHILD.

Chronological and thematic presentation on process of becoming a master counselor delivered by panel who together and individually journalized their experiences over the course of their academic (master's in counseling) internship year. Themes of confidence, self concept, boundaries, responsibility, confidentiality, and theory development, among others, are shared.

1:45 P.M. - 3:15 P.M. Group process and dynamics in action.

Participants in panel presentation on "Becoming a Master Counselor" (see above) convene in a group focused on "experiences of panelists subsequent to a presentation on Becoming a Master Counselor." Attendance in previous session may be helpful for continuity, but is not considered necessary. Observer participation is welcome.

3:30 P.M. - 5:00 P.M. Person-centered marital and family therapy.

RAY ADOMAITIS (WASHINGTON, D.C.); JO COHEN (KU); NED GAYLIN (U OF MARYLAND); ROBERT KRAMER (GWUN); MODERATOR/DISCUSSANT.

According to Gaylin, because the family is an organismic interactive ecosystem — a unique human institution with genetic, psychosocial and historic parameters — client-centered family therapy is not simply another form of group therapy. Cohen believes that genetic, psychosocial and historic parameters of family are important only insofar as they are presented thusly by family members. She views the "system" of the family as either a fiction imposed by the therapist, or as a subjectively experienced reality that is presented by individual members of the family as they experience it. Adomaitis focuses on the role of genuineness in the therapeutic process, with congruence being only one of several by-products of being genuine.

6:00 P.M. - 9:00 P.M. Person-centered community meeting (sponsored by ADPCA & Chicago Counseling Center)

SUNDAY, APRIL 13

9:00 a.m. - Noon. Person-centered community meeting (sponsored by ADPCA & Chicago Counseling Center)

EASTERN PSYCHOLOGICAL ASSOCIATION MEETING INFORMATION

Conference registration fee: Members (\$15.00 to join EPA): \$5.00
 Non-members: \$30.00

For membership & conference materials contact:

Gary Brosvic, Ph.D.
 Exec. Officer, EPA,
 Dept. of Psychology
 Rider University
 2083 Lawrenceville Road
 Lawrenceville, NJ 08648
 Ph: 609-895-5437
 Fax: 609-895-5782
 epaxo@aol.com

For additional information contact:

Jo Cohen
 Dept. of Counseling-KU
 Kutztown, PA 19530
 610-683-4211
 cohen@kutztown.edu

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Association for the Development of the Person-Centered Approach

TWELFTH ANNUAL CONFERENCE

Looking Within and Beyond

THE UNIVERSITY OF NEVADA, LAS VEGAS, NV

MAY 22-26, 1997

TENTATIVE SCHEDULE:

THURSDAY, MAY 22, 1997

11 a.m. - Noon Registration
 Noon-6 p.m. Pre-conference workshops
 5 p.m. - 7 p.m. Registration
 5 p.m. - 7 p.m. Dinner
 7:30 p.m. Community Meeting

FRIDAY, MAY 23, 1997

8 a.m. - 9 a.m. Breakfast
 9 a.m. - 10:30 a.m. Presentations Block A
 10:30 a.m. - Noon Presentations Block B
 Noon - 1 p.m. Lunch
 1 p.m. - 2:30 p.m. Small Groups
 2:30 p.m. - 5 p.m. Business Meeting
 5 p.m. - 6 p.m. Dinner
 6:30 p.m. Community Meeting

SATURDAY, MAY 24, 1997

8 a.m. - 9 a.m. Breakfast
 9 a.m. - 10:30 p.m. Presentations Block C
 10:30 a.m. - Noon Presentations Block D
 Noon - 1 p.m. Lunch

Maximum of 30 hrs. of CEU's given to Nevada psychologists.
 Counseling and Social Work CEU's applied for.

1 p.m. - 2:30 p.m. Small Groups
 2:30 p.m. - 6 p.m. Community Meeting
 6 p.m. Free time to spend with new and old friends, a night on the town, etc.

SUNDAY, MAY 25, 1997

8 a.m. - 9 a.m. Breakfast
 9 a.m. - 10:30 a.m. Presentation Block E
 10:30 a.m. - Noon Presentation Block F
 Noon - 1 p.m. Lunch
 1 p.m. - 2:30 p.m. Small Groups
 2:30 p.m. - 5 p.m. Business Meeting
 5 p.m. - 6 p.m. Dinner
 6:30 p.m. Community Meeting

MONDAY, MAY 26, 1997

8 a.m. - 9 a.m. Breakfast
 9 a.m. - 10 a.m. Small Groups
 10 a.m. - Noon Community Meeting
 Boxed lunches will be available to take with you.

PRESENTATIONS (to date)

RUTH SANFORD, BILL BARNARD, BRIAN LEVITT
 (Pre-conference workshop)
The Elements of Community in the PCA Large Group

KEN NEWTON (Pre-conference workshop)
Effectiveness of Human Relations Group

JON ROSE
Neuropsychological Assessment as a Means Toward Greater Empathy and Communication with Brain-Damaged Clients

JEROLD BOZARTH
Playing the probabilities in psychotherapy effectiveness

EDWIN KAHN
Some Comments on Countertransference, Congruence, and Conditions of worth.

BRUCE ALLEN
Miss Piggy, Carl Rogers, Konstantin Stanislavsky, Charley the Star-Kist Tuna and You.

FRANKLIN BROWN
The Core Conditions ARE Necessary for Neurorehabilitation

CHARLES STUART
Diversity in a Shrinking World

BRUCE ALLEN
A Client-Centered Therapist Looks at a Controversy about Therapist Sex with Former Clients

BARBARA TEMANER BRODLEY
Recent Research on Carl Rogers' Therapy Behavior

MAUREEN O'HARA
The Person Centered Approach Process as a Context for the Development of Relational Empathy, Intersubjective Mindfulness and Other Advanced Practices.

PEGGY GAYNOR AND DAVID COZZENS
Effective Supervision: Developmental? Supervisee-centered? Is there a difference?

REGISTRATION FORM

The following preconference workshops are free; however, you must register for one

- RUTH SANFORD, BILL BARNARD, BRIAN LEVITT
The Elements of Community in the PCA Large Group
- KEN NEWTON
Effectiveness of Human Relations Group

CONFERENCE REGISTRATION FEES *Limited scholarships available if necessary.*

- Postmarked before March 1, 1997 \$135.00
- Postmarked before April 1, 1997 \$150.00
- Postmarked on or after April 1, 1997 \$180.00

ROOMS

Accommodations include a bathroom flanked by two twin-bedded rooms (Double occupancy per room)
 Roommate and suitemate preferences:
 Handicap accessible needs:
 Conference (room) \$50 Extra night (specify) \$17.50 Single room in suite (add) \$20

BOARD

\$62.54 (includes meals from Thursday, May 22 dinner to Monday, May 26, except for Saturday night dinner.
 If vegetarian, specify needs:

PARKING

Permit is \$5.00 per vehicle

TOTAL REMITTANCE

\$

male female

Name:

Address:

Phone: (day, eve. & e-mail)

MAKE CHECKS PAYABLE TO ADPCA/LV

MAIL TO: Yoko Uehara
 P.O. Box 1748
 Tonopah, LV 89049-1748