

Deliberate Practice in Psychotherapy

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Deliberate Practice in Psychotherapy

- Despite the theoretical developments in our field, effect sizes have remained stable over the past 50 years of research.
- No difference in outcomes between theoretical models and modalities.



Rosenzweig, S. (1936). Some implicit common factors in diverse methods in psychotherapy. *Journal of Orthopsychiatry*, 6, 412-15.

Duncan, Miller Wampold & Hubble (nov. 2009): *Heart & Soul of Change* 2nd Edition.

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Do Psychotherapists Improve With Time and Experience? A Longitudinal Analysis of Outcomes in a Clinical Setting

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Objective: Psychotherapy researchers have long questioned whether increased therapist experience is related to improved outcomes. Despite numerous cross-sectional studies examining this question, no longitudinal approach has been used to explore therapist development or outcomes over time. **Method:** The present study examined change in psychotherapists' outcomes over time using a large, longitudinal, controlled psychotherapy trial in the United States. All 170 primary care therapists were tracked longitudinally for 18 months from baseline to 18 months of follow-up. Patient-level outcomes were examined using the Outcome Questionnaire-45 as a standardized measure of change (range 0–100) over time. The final multilevel model captured overall within-therapist mean level of outcome.

Results: The relationship between therapist experience and patient progress of each early session remained high in developmental time and steadily improved over time. Results indicated a significant association with therapists' level of clinical skill. However, a significant change in outcomes was observed following that in the initial 100 sessions. This result was consistent in several patient-level, symptom-level, and therapist-level characteristics including overall patient functioning, therapist behavior, and therapist self-efficacy. Results suggest that the relationship between therapist experience and patient outcomes is not necessarily linear and may be influenced by other factors. **Conclusions:** Therapists showed more skill of each session than in previous sessions. Greater time spent on the development of expertise in psychotherapy are indicated.

Keywords: expertise, therapist efficacy, therapist experience, psychotherapy training

Supplemental materials: <http://dx.doi.org/10.1037/a0030001>

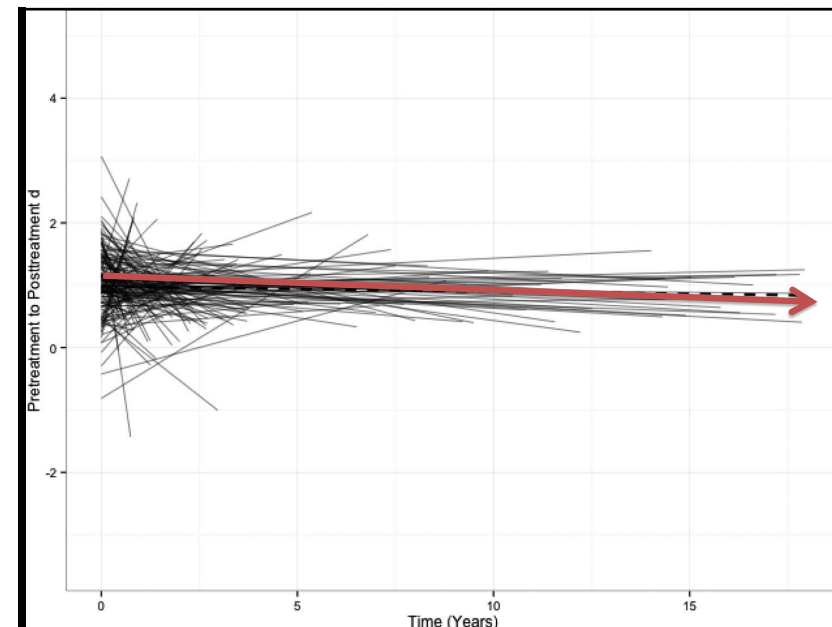
170 therapists, 6,591 clients. The therapists development in outcome was followed up to 18 years.

- The outcomes were on par with clinical outcome studies.
- The therapists as a group had a tendency to become less effective over time.

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Goldberg, S. B. et al. (2016) "Do Psychotherapists Improve With Time and Experience? A Longitudinal Analysis of Outcome in a Clinical Setting." *Journal of Counseling Psychology* 61 (1), 1-11.

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Deliberate Practice



The first time "deliberate practice" was described in relation to psychotherapy.

Why have outcomes of our field not improved for more than 40 years?

Is there another way of practicing our profession that would actually lead to improvement?

Miller, S. D., Hubble, M. & Duncan, B. (2007) "Supershinks: Learning from the Fields Most Effective Practitioners" *Psychotherapy Networker*

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Dan Eden

The best therapists:

- *Deliver a more consistent and effective care.*
- *Achieve 50% better outcomes;*
- *Experience 50% less drop-outs;*

Miller, S. D., Hubble, M. & Duncan, B. (2007) "Supershrinks: Learning from the Fields Most Effective Practitioners" *Psychotherapy Networker*

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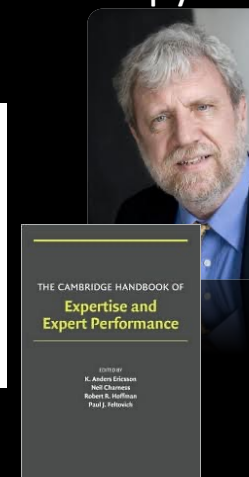
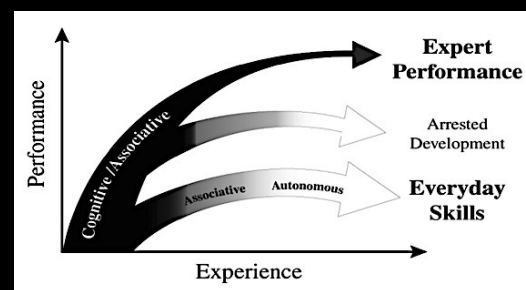
- What should we practice?
- How do we know we are practicing the right thing?

The key is to not just practice general skills, but to focus on individualized practice – “what must I practice to improve my therapeutic skills?”

Practice Makes Permanent
- Michael Ammar

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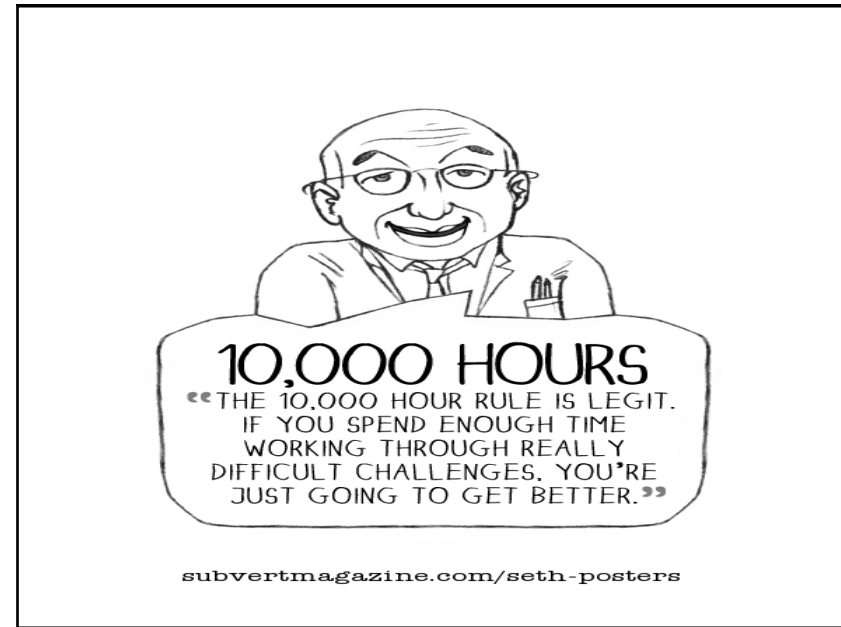


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DELIBERATE PRACTICE

You have to seek out situations where you get feedback [about your performance]. It's a myth that you get better when you just do the things you enjoy.

Elite performers engage in 'deliberate practice' – an effortful activity designed to improve target performance.

Unlike play, deliberate practice is not inherently motivating; and unlike work, it does not lead to immediate social and monetary rewards. In addition, engaging in [it] generates costs.



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Davis Cup
Ion Finals
of Fame in

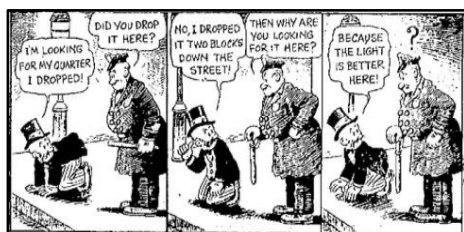
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Bevidst, Målrettet Træning

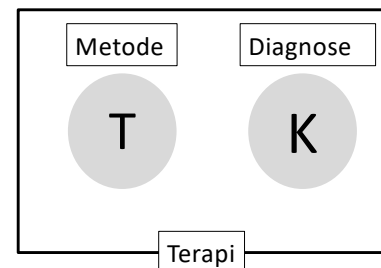
The Streetlight Effect



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Bevidst, Målrettet Træning

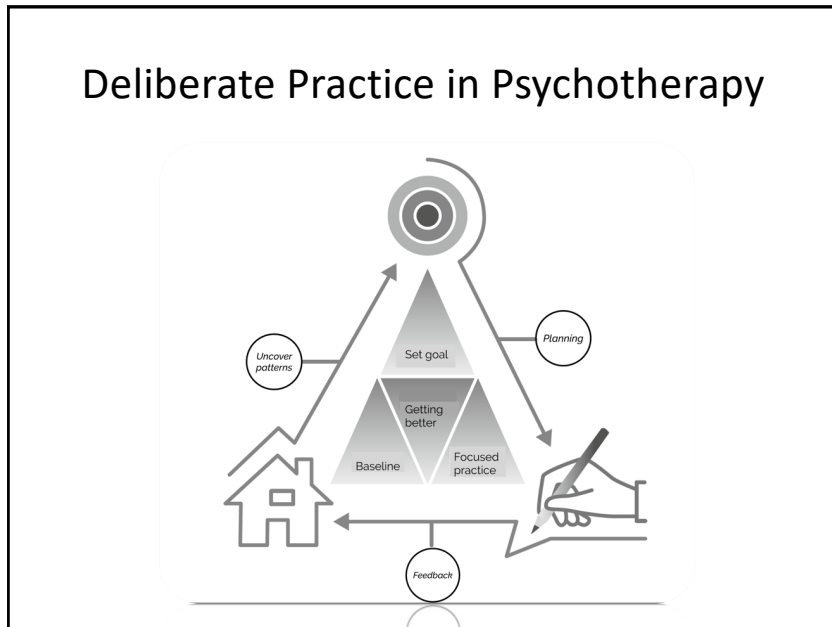
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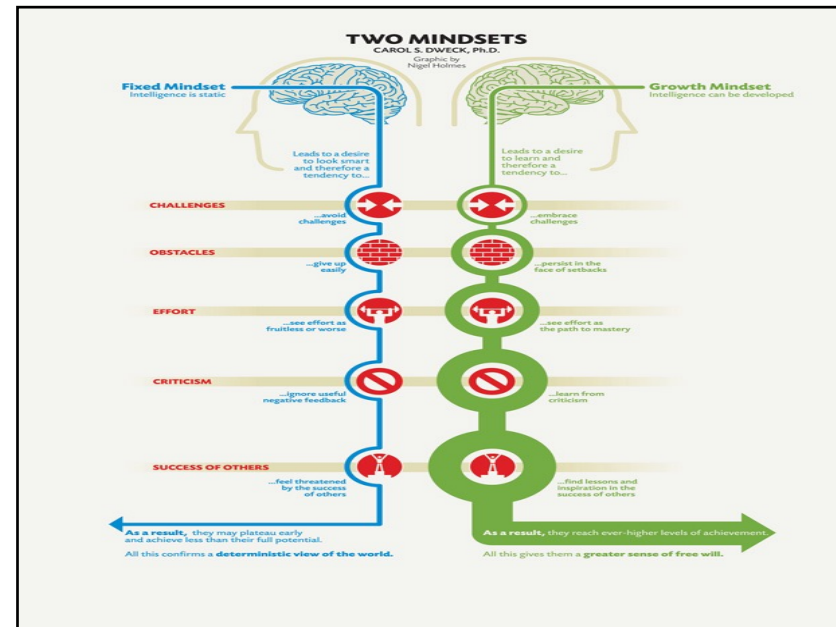
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Psychologist Daryl Chow,
Associate ICCE

*“Investigating the development
and practices of highly effective
psychotherapists”*

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1. HOW GOOD AM I NOW? (BASELINE)

- How do you know how effective you are?
- How does your effectiveness compare to other therapists?

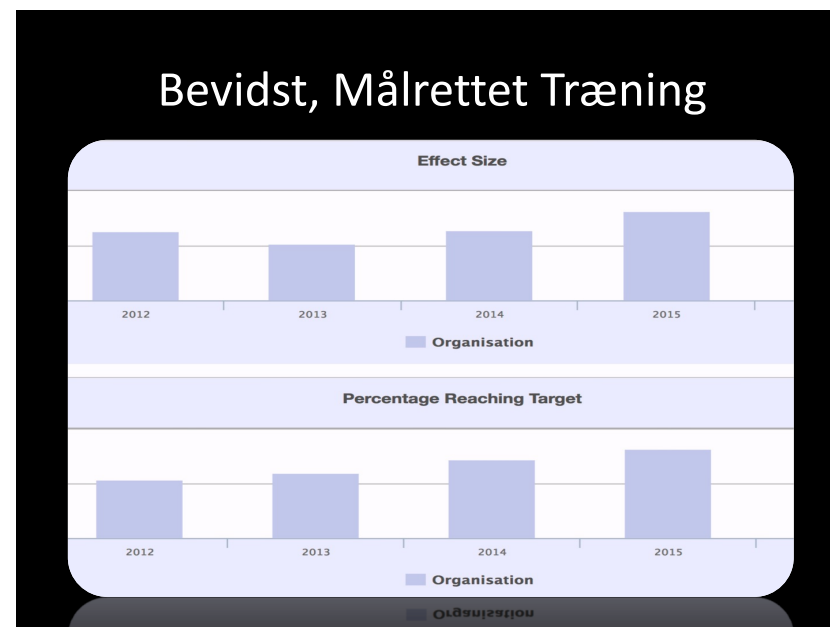
Rank	Player	Points
1	Caroline Wozniacki	72
2	Kim Clijsters	70
3	Vera Zvonareva	68
4	Samantha Stosur	67
5	Françoise Schiavone	65
6	Jelena Jankovic	58
7	Na Li	57
8	Venus Williams	52
9	Victoria Azarenka	49
10	Agnieszka Radwanska	44

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Clients		
Average Intake ORS	25.81	25.39
Adults	23.92	22.68
Adolescents (13-18)	25.61	23.10
Children (0-12)	29.00	29.92
Average Intake SRS	35.45	34.87
Average Raw Change	4.52	6.03
Percentage Reaching Target	68.9%	73.1%
Effect Size	0.64	0.75
Relative Effect Size	-0.12	-0.02

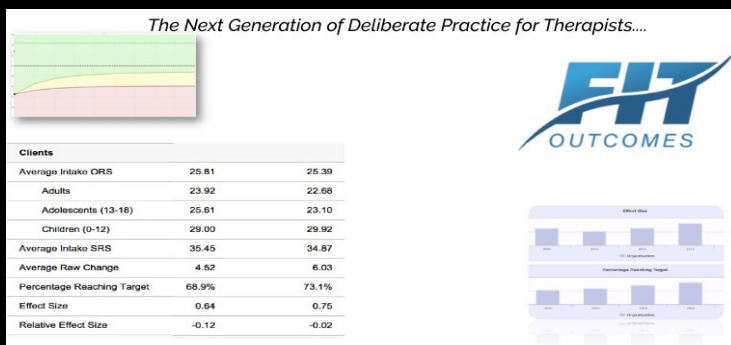
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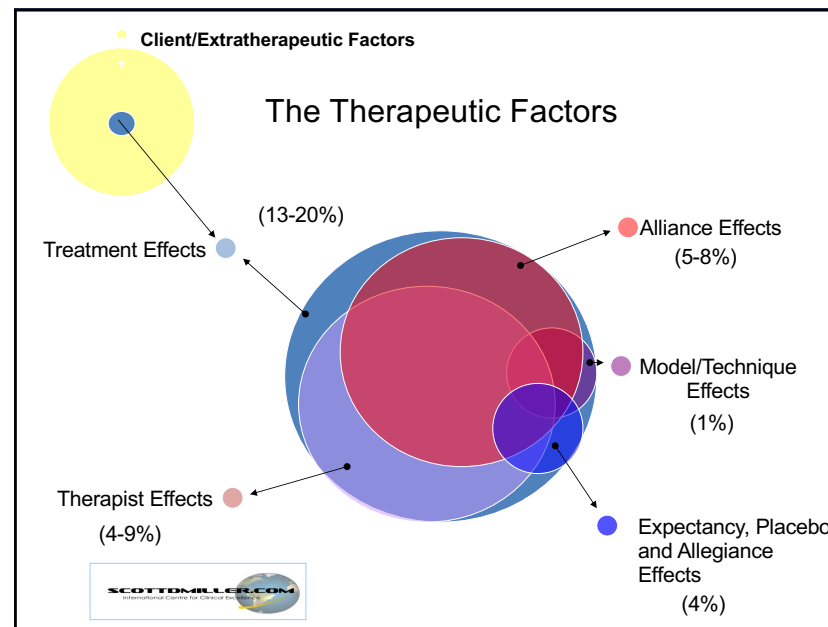
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2. UNCOVER PATTERNS



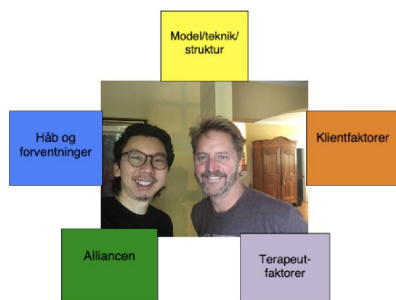
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Afdæk mønstre



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3. SET A GOAL



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Therapist Skills



- **Clever Experiment: Test therapists outside of therapy!** (Anderson, 2009)




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- Researchers Anderson, Ogles, Lambert & Vermeersch (2009):
 - 25 therapists treating 1100+ clients;
 - Variety of demographic variables;
 - Measure of interpersonal skills (SSI).
- Domain-specific interpersonal knowledge tested by using therapist responses to challenging therapeutic interactions:
 - Four problematic therapeutic process segments;
 - Multiple challenging interpersonal patterns (e.g., angry, dependent, confused, blaming, controlling, etc.).



Anderson, T. Ogles, B., Lambert, M., Vermeersch, D. (2009). Therapist effects: Facilitative interpersonal skills as a predictor of therapist success. *Journal of Clinical Psychology, 65*(7), 755-768.

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 - Four problematic therapeutic process segments;
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• Consistent outcomes (~9%):

• A...

• A...

• Only...

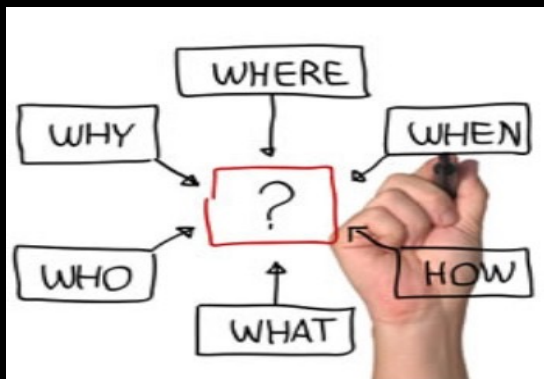
Anderson, T., Ogles, B., Lambert, M., Vermeersch, D. (2009). Therapist effects: Facilitative interpersonal skills as a predictor of therapist success. *Journal of Clinical Psychology, 65*(7), 755-768.

Facilitative Interpersonal Skills (FIS)

- Verbal fluency
- Empathy
- Interpersonal perception
- Affective modulation and expressiveness
- Warmth and acceptance
- Focus on other
- Accepted explanation + cogent tx (persuasiveness)
- Interpersonally **challenging** situations

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4. PLANNING



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5. FOCUSED PRACTICE



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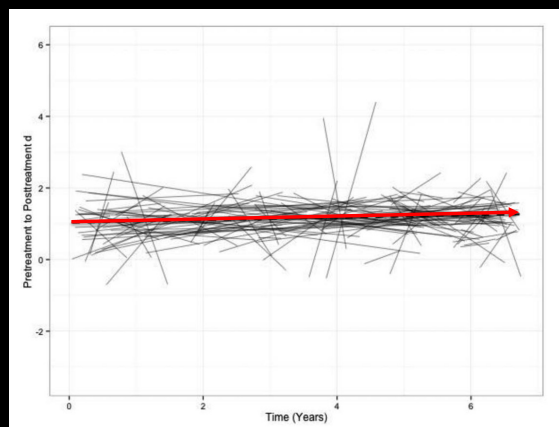
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Goldberg (2016) recommends the following activities to ensure therapist development:

- Setting small goals focused on improving engagement and outcome (i.e. TDPA)
- Increasing the culture around deliberate practice agency wide, focusing on basic and fundamental therapeutic skills (i. e. difficult conversations).
- Working with standardized case-vignettes of challenging scenarios to increase the ability to deal with situations going forward.
- Setting aside time for reflections and planning both individually and in clinical consultation.

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Goldberg, S. B., Babins-Wagner, R., Rousmaniere, T., Berzins, S., Hoyt, W. T., Whipple, J. L., Miller, S. D. & Wampold, B. E. (2016): Creating a Climate for Therapist Improvement: A Case Study of an Agency Focused on Outcomes and Deliberate Practice. *Psychotherapy*, vol. 53, no. 3, pp 367-375

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6. ONGOING FEEDBACK



- What kind of feedback matters?
 - Clients
 - Colleagues / peers
 - Coach/ Mentors

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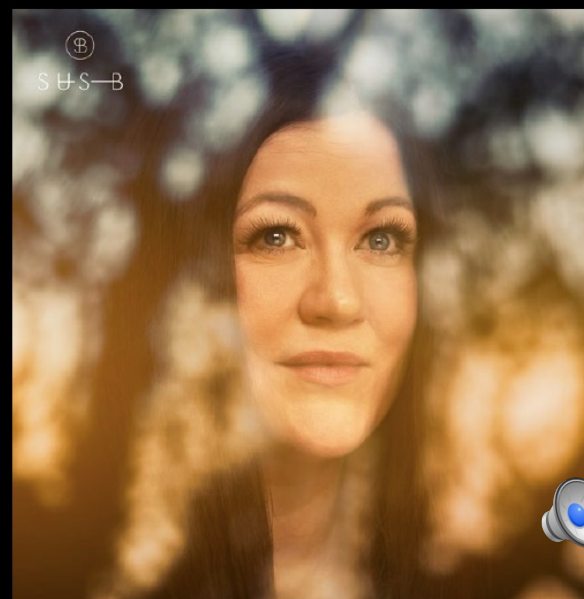
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- Concrete and specific
- Task not person oriented
- Observations not evaluations
- Tied to the wish of the receiver

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