



FCA GUIDELINES

Florida Counseling Association Newsletter

2015

Greetings from the Florida Counseling Association!

Here in the Sunshine State, the demand for **quality** professional counselors is on the rise. The **Florida Counseling Association** is the key to opportunities for professional development, networking, legislative awareness/public policy, advocacy and much more! FCA supports the continual growth and development of **your skills** as a professional counselor. Mental health, couples, marriage and family, school counselors and counselors in training are **networking** with each other more and more to empower clients to live healthy lifestyles and cope with the complicated world we live in today. **Awareness and advocacy** in state legislation plays a prominent role in allowing professional counselors to freely counsel populations ethically and effectively. **FCA** is a support system for *all* professional counselors and counselors in training.

“What an exciting year it has been, participating in the developing stages of the Graduate Student Council. This was a year of growth, learning, and establishing....”

- Sandi Logan



Counselors

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FCA PRESIDENT



Transformational Leadership

Within each of us is the potential for limitless vitality and wellness, yet our limiting beliefs about ourselves and our world may hold us back and keep us stuck in familiar patterns, habits, and routine. Spending time and money on altering the outside creates no lasting change.

Dictionary defines transformational leadership as a certain kind of style which invokes a positive change in all those who follow. These kinds of leaders are not only concerned and fully involved in the process, but they also focus on helping every member of the group to succeed. The components of the transformational leadership range from intellectual stimulation and individualized consideration, to inspirational motivation and idealized influence.

By choice or by chance, counselors take on leadership roles in counseling work groups. Conceptualized leadership in professional counseling consists of a set of behaviours and attitudes that can be learned. In this model of leadership, three dimensions are of importance; namely context, vision, and action. This serves as the foundation for leadership development and growth. The Florida Counseling Association is about Transforming our Leadership.

FCA Purpose:

The purpose of the Florida Counseling Association is to promote the counseling profession through public awareness, professional development, and advocacy.



FCA President, Michelle Bradham-Cousar, 2014-2016



ORLANDO ACCA 2015

Conference & Expo



**Michelle Bradham-Cousar, ARCA
Rehabilitation Counselor of the Year**

Congratulations to some of Florida Exceptional Leaders!



**Kathryn Williams, UF CSI Beta Chapter,
Outstanding Practitioner Award**



**Sandi Logan, Chi Sigma Iota International -
Outstanding Doctoral Student Award**



**Stephanie Carroll,
IAAOC Doctoral Student Award**



**Jessica Gonzalez, AMCD,
Emerging Graduate
Student Leader Award**



FCA received the ACA Advocacy Award



MEMBERSHIP BENEFITS

2015

FCA would like to invite you to renew or join our association. We are constantly on the move to improve and advance the counseling profession. Membership has its benefits! In our 65 years of serving counselors, we have been instrumental in “growing” qualified professional counselors through the services we provide...

Professional Development: FCA hosts an **Annual Convention** (September), **Leadership Development Institute** (June). **Professional Development Institute** (year round) are a series of educational workshops provided by our Divisions and Regions throughout across the state throughout the year. Registration information about counseling workshops are posted on the website and in the Guidelines newsletter along with leadership opportunities. Visit us at www.flacounseling.org

Networking: FCA provides opportunities for networking at **conventions, conferences, Divisional and Regional trainings and socials**. We support and sponsor local efforts to increase our public presence and network regionally, divisionally and across sister Associations. Our up-dated website and Guidelines newsletter inform you of the going on's around the state and regionally. **Division membership** provides you a connection to those who share your field and/or interests in professional counseling.

Legislation, Public Policy and Advocacy: FCA works for you. Our association is active in state legislative issues. We work closely with likeminded sister Associations and encourage “grassroots” advocacy. Join others in Tallahassee, DC and in your home districts to see your efforts recognized and our legislative process in action at **Legislative Day (s)** and **Legislative Week (s)**. Train to be an advocate for your state and county at our half day **legislative training** offered in the Fall at convention. We hope that you will join us in our advocacy campaigns for counselors and those we serve. **Don't be a victim, be an advocate.**

FCA Guidelines: FCA's premier **newsletter!** Find out the latest in legislative matters, division and chapter updates, recognition, trainings, counseling websites and more!

www.flacounseling.org: Our evolving **website!** Check out more detailed information about FCA and give us feedback on what you would like to see on our website. Join or renew FCA or register for convention on-line.

The **Florida Counseling Association** is working hard to promote and support the field of professional counseling in the state of Florida. We strive to provide the best tools and resources for our counselors to grow professionally and be successful in serving individuals, families and communities in Florida.

Activate your membership today and encourage a friend too!

Michelle Bradham-Cousar, FCA
President, 2014-2016

Anne Flenner, FCA
President-Elect, 2014-2016

Shon D. Smith, FCA,
Past President, 2014-2016



Division's

FACES Presents:

(Florida Association Counselor Education and Supervision)

Transformation Leadership in Counselor Education and Supervision

Much of the work completed in the classroom, whether in person or in a virtual environment depends on the ability of the instructor to lead the group. Though leadership styles vary greatly, and research indicates pros and cons to various styles, recent research in the field of the helping professions has indicated that Transformational Leadership is showing a strong following due to the strength of the style.

Initially introduced by leadership expert and presidential biographer James MacGregor Burns, transformational leadership can be seen when "leaders and followers make each other to advance to a higher level of moral and motivation" (Bass & Riggio, 2008). Transformational leaders possess the skills necessary inspire followers to change expectations, perceptions, and motivations to work towards common goals. They utilize intellectual stimulation to not only challenge the status quo, but to encourage creativity among followers, encouraging them to explore new ways to do things and new opportunities for learning and growth. In Counselor Education Programs, educators and supervisors work alongside students and supervisees, rather than enforce the power differential of the student/teacher supervisee/supervisor dynamic. This collaborative relationship fosters growth in the learning environment rather than hindering the developing of creative problem solving.

Transformational Leaders take time to look at the individual needs of their followers, fostering supportive relationships that encourage their followers. Open communication is a top priority so followers feel free to share their ideas and so that leaders and provide recognition. Counselor educators and supervisors understand the individual needs of students and supervisees, offering them opportunities for direct consultation on issues that require individualized attention, while encouraging group involvement and supervision when it is most appropriate.

The ability to clearly articulate a clear vision is a skill transformational leaders pos-

sess. Helping followers experience the same passion and motivation to fulfill mutual goals is a necessity for this leadership style. Counselor educators and supervisors work with students and supervisees to find resolutions to problems, role play potential solutions, develop solutions and carry out plans. Ultimately building strong counselors is the core of Counselor Education Programs, and the development of students and supervisees on their journey is part of the passion educators and supervisors carry with them.

Setting an example through role modeling is also a skill transformational leaders must possess. As followers trust and respect their leaders, they will look up to their leader for guidance. Counselor educators and supervisors are to follow their Code of Ethics, exhibit professionalism, both inside of the classroom and in their personal lives. They encourage students and supervisees to be the best counselor they can be, to continue to seek continuing education and networking opportunities, and to give back to the profession through involvement in their professional associations and community programs.

Through research, this style of leadership has been found to have a positive effect of a group. "Research evidence clearly shows that groups led by transformational leaders have higher levels of performance and satisfaction than groups led by other types of leaders," explained psychologist and leadership expert Ronald E. Riggio (2009). He goes on to suggest that transformational leaders believe that their followers can do their best, leading members of the group to feel inspired and empowered, and therefore fulfilling the role.

Bass, B. M. & Riggio, R. E. (2008). *Transformational Leadership*. Mahwah, New Jersey: Lawrence Erlbaum Associates, Inc.

Riggio, R.E. (2009, March 24). Are you a transformational leader. *Psychology Today*. Found online at <http://blogs.psychologytoday.com/blog/cutting-edge-leadership/200903/are-you-transformational-leader>

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Advocacy Event Draws Students, Volunteers

Members of the University of Florida (UF) Counselor Education Program and the Chi Sigma Iota Beta Chapter participated in the NAMI Gainesville Annual Walk on September 27th, 2014. The NAMI Gainesville Walk, a 1.2 mile walk held at Westside Park, is a mental health awareness and fundraising event. NAMI aims to change how Americans view persons with a mental illness and advocates for access to services, treatment, support groups and research. Many agencies, such as Meridian Behavioral HealthCare, the Alachua County Crisis Center, and UF Shands tabled at the event. Mercedes M. Machado M.Ed./Ed.S, a candidate in the Counselor Education Program at UF, commented on her participation at this event, “It was touching to see so many people come together from the community to support individuals and families who have been affected by mental illness. Throughout the walk, I had the opportunity to reflect on the people in my life who have lost their battles with mental illness. I hold these people in my heart every day, and when I get to participate in events like these, I am reminded about what brought me to this field.”

Bliss Wargovich, Region 2 Rep

2015 FCA Convention Call for Proposals:

Join us for the 66th Annual Florida Counseling Association Convention:

“Ambassadors of Counseling: Serving Others”

September 11th & 12th, 2015

The Florida Hotel and Convention Center

1500 Sand Lake Road, Orlando, FL 32809

Sleeping Room Rates \$102 – FCA Rate – Reserve by Monday, August 10th

Call Opens: March 2, 2015

Submission Deadline: May 15, 2015, 11:59 pm ET

Important for this year:

All proposals must be submitted using the online form on the FCA website <http://www.flacounseling.org> Please click on “News and Events”, “2015 FCA Convention”, then “Call for Proposals”

FCA is actively seeking advanced programs in all areas. Also, in support of evidence-based practice, FCA is now requesting a brief description of the research supporting each proposal, as appropriate.

Convention Education Sessions: September 11th & 12th

Education Sessions make up the core conference. There will be three tracks:

- Clinical Session
- Skill Building Session
- Research Session



Two different formats:

90-Minute Session or 60-Minute Project/Research Poster Session

Support

- Technical support with electronic submissions is available by contacting the FCA office at fcaoffice@flacounseling.org
- For general questions regarding the proposal, please contact the 2015 FCA Convention Committee Chair, Anne Flenner at fcaconvention2015@gmail.com.

Graduate Student Council

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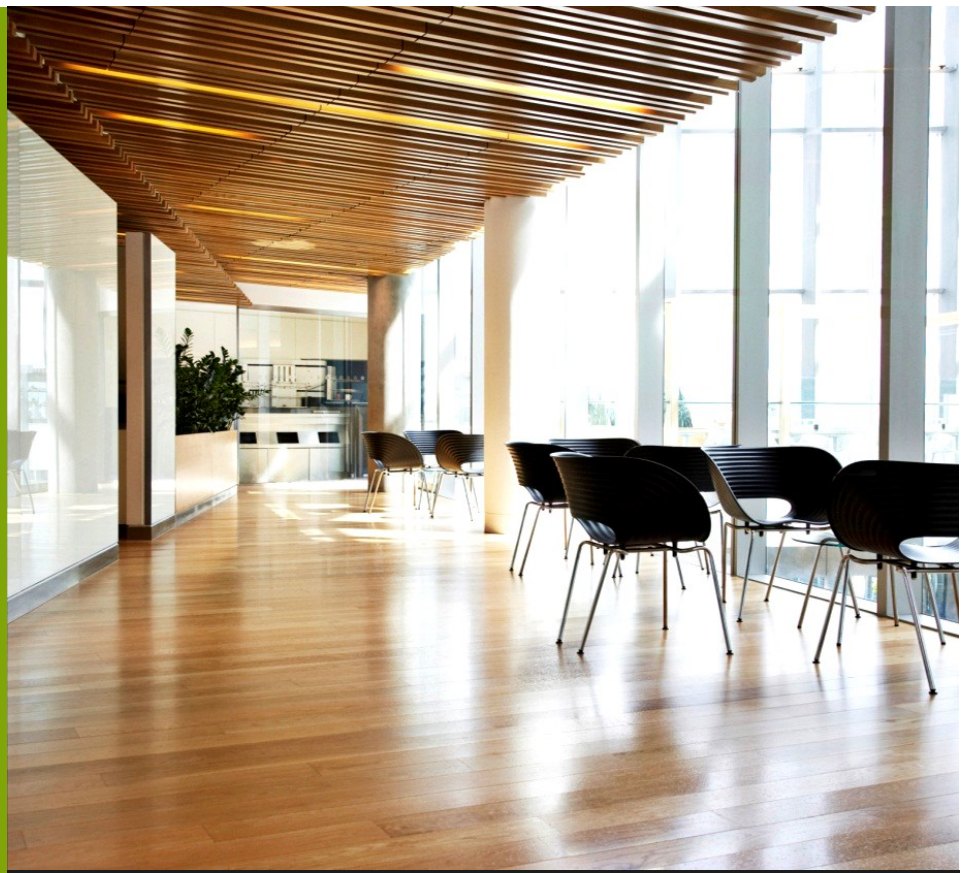
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Student's Speak

Inviting Clients to Be Transformational Leaders in the Workplace

The desire to stay the same may be holding your clients back from their true potential. In the ever-changing world that is the counseling profession, it is imperative that one becomes an expert at helping clients become active change agents. This is what transformation is all about. In order to become better than one is before, one must embrace the notion of becoming a transformational [leader](#).

Transformational leaders are people who know who they are. They know their strengths and know how to play on those when it comes to their work. However, they also know their weaknesses and what may be holding them back. In their careers, transformational leaders are able to challenge and question things that are not working. Utilizing new strategies and ideas to change what is no longer working. Being a visionary also comes to mind, as they are also people who look to build a future in the work they do by creating new innovative ideas. Above all else, transformational leaders inspire those around them; no great leader stands alone! They have a team around them that not only the leader helps to grow, but the leader grows with as well. Being inspirational can be one of the

toughest leadership roles to cultivate, particularly in the workplace. Counselors can help clients learn new ways in which they can utilize these roles in order to become inspirational, self aware, visionaries in the workplace. Our mission as counselors assisting in career development is to help clients better understand how they can become leaders through [change](#) .

The idea of transformational leadership can be used in many aspects of life, especially when it comes to career development. As a counselor, one must be aware of the changes and challenges that clients face in the ever-expanding world of careers. Some clients are returning to the workforce after being out of work for many years; others may feel stuck in a career that gives them no meaning. Meeting clients where they are presently, and showing them a path towards transformational [leadership](#) may be the key to career [happiness](#) .

Transformational leaders know that making changes can be difficult but necessary, if one is to become better than they were before. One statement that has resonated with me through the years is about the difficulty of change: “Change is never comfortable. It takes some level of being uncomfortable to want to change. However, you have to embrace that feeling of being uncomfortable.” Change never comes easy. Especially when one feels stuck or things are not the way one pictured it. However, if one can embrace the ability to transform, a new beginning can happen.

Amanda Mavrakis,

Graduate Student Representative for Florida Career Development Association

Upcoming Events



FCDA PDI Personality Types and Career—Tampa, Florida

Saturday, April 18, 2015

FREE WEBINAR: FCDA and FACAC PDI: Career Development and the Child and Adolescent Population

April 7, 2015

FAMCD and FASERVIC PDI: Exploring the intersections of Spirituality and Religion in Multicultural Counseling

Friday, April 17, 2015

FACAC PDI: Trauma and the Child and Adolescent Population—Tampa, Florida

Friday, May 8, 2015

FCA Leadership Institute—Orlando, Florida

June 5th and 6th, 2015

FCA Convention—Orlando, Florida

September 10-12th, 2015

For more information about these upcoming events, please visit www.flacounseling.org!

Current Bills

SB 98: Employment Discrimination;

SB 94 Closing the Gap Grant program;

SB 326 Substance Abuse Services;

SB 474 Mental health Treatment;

SB 476 Florida Mental Health Act;

HB 335 Health Care Practitioners;

SB 478 Telemedicine Services;

SB 514 Baker Act;

SB 528 Medical use of Marijuana;

SB 562 Seniors Mental Health Access

HB 3662 Mental Health Access Improvement Act



Florida Laws

Eye on Florida Laws and Rules:

Are you up-to-date with the current Florida Laws & Rules?

© Catherine L. Waltz, PhD, LCSW

While preparing to provide the new Renewal Florida Laws & Rules course I found approximately 15 law changes since 2010. I focus on those changes when providing the course. But, I believe that I am going to have to change that process. It may be necessary to go further back to ensure that participants really know what the laws and rules say to guide us now, in 2014.

When was the last time you read the laws and rules that make up our practice act? I recently had an experience that challenged my memory. I remembered a law one way and misread the current law "seeing" what I thought was unchanged. I reported that inaccurate information to graduate class this summer. Thank goodness a couple students came to me to clarify my statement. As soon as I could check I found the change to which they referred, reread the section and committed the main points to memory. But, isn't that part of our problem?

Having a good Memory is something in which most of us feel some pride. However, our memories can be so helpful and so wrong! What we remember about various statutes and rules governing our professions and practices may very well have changed dramatically over the years since we became licensed. Since 2013 I have been informally gathering pre-test information about the laws and rules associated with Registered Interns and supervision from participants in my Qualified Supervisor course. Not one participant (of 28 questionnaires reviewed for this article) was able

to answer all of the questions correctly at the beginning of the workshop. For example, they do not know how many hours of supervision are required or how many clinical contact hours the supervisee will need to complete during the internship. Other examples include their uncertainty about procedures for changing supervisors, reporting hours completed and whether or not a registered intern can have a private practice. We spend a significant portion of the program reviewing relevant statutes and rules so that they know what to discuss with their future Registered Intern supervisees before and during supervision.

Interestingly, training participants nearly always state that they are concerned about their liability and possible malpractice suits related to their practices and, especially, in regards to supervision. However, one positive risk management procedure for all of us is to read and know the laws and rules. When was the last time you read the laws and rules? We are not required to have the Renewal Laws and Rules course until 2019, but, is it prudent for you to wait?

- Catherine L. Waltz, PhD, is an adjunct professor in the graduate program of the School of Social Work, Barry University. She is a continuing education provider in the state of Florida providing courses on professional ethics, laws and rules, supervision, mental health error prevention: <http://drwaltz.corecommerce.com/Florida-Laws-Rules-p21.html> You can contact her at this link: <http://www.drwaltz.com/contact-us-2>

The educational commentaries provided by Dr. Waltz do not constitute a legal opinion. If legal advice is needed, it is recommended that contact be made with an attorney qualified in the jurisdiction in which you practice or is applicable to your case. We recommend that you use your knowledge of the law and your code of ethics in conjunction with this information (and any other) when deciding upon a course of action.

FCA brings you Counseling

Submit comments, suggestions and articles to:

FCAguidelines@gmail.com

Newsletter Submission

The Florida Counseling Association is currently accepting submission's. We request an article up to 500-words. We would like to request your contribution to our Guidelines Newsletter. This is a great opportunity to reach the Counselors in the State of Florida. With over 20,000 Professional Counselors residing in the State of Florida there is a potential for a large readership of your article. We welcome your contribution to any of our upcoming publications. Below, you will find the upcoming potential issues, submission deadlines and associated topics. You can choose to submit an article for all or for one. Please send the text and print quality images to:

FCAguidelines@gmail.com.

Thanks in advance for your contribution to the advancement of the counseling profession for Professional Counselors in the State of Florida.

Future Publication Submission Dates to Remember:

•**Spring– Counseling Awareness - April. 15, 2015**

Meet the Team

**Michelle Bradham-Cousar,
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THE FLORIDA COUNSELING ASSOCIATION'S

Annual Convention Exhibitor, Sponsor and Advertiser Brochure

September 11th & 12th

The Florida Hotel & Conference Center – 1500 Sand Lake Road, Orlando, FL 32809

The purpose of the Florida Counseling Association is to promote the counseling profession through public awareness, professional development, and advocacy of legislation that supports the profession. The Florida Counseling Association is comprised of counselors from a variety of work settings and specialty areas.

The Florida Counseling Association and its six divisions invite you to exhibit, advertise and/or be a sponsor at its annual convention. There will be several hundred counselors, counselor educators, and supervisors from schools, mental health agencies, private practice, career settings, post-secondary technical schools, and colleges and universities represented. Counselors, counselor educators, and supervisors from across Florida attend the FCA convention.

Participation opportunities include an exhibitor's booth, advertising in the convention program, sponsoring an event for attendees, or promotional items for the convention tote bags. Any agency, organization or association may participate. Space for exhibit tables and for advertisement is limited. *Final deadline for submission is August 7, 2015.*

Benefits of Becoming An Advertiser at Convention

- Inclusion in the FCA Convention Program for future reference by attendees.

Benefits of Becoming An Exhibitor At Convention:

- Introduce and sell your product from the exhibit area and at the General Assembly or Awards luncheon.
- Receive numerous business leads through networking with attendees and other exhibitors.
- Receive a set of convention materials, tote bag and an identifiable exhibitor name badge.

Benefits of Becoming a Sponsor At Convention :

- All of the benefits above and;
- Link your business on the FCA website for one full year.
- Advertising in quarterly newsletters based on level of sponsorship.

For more information on options and prices, please Go to www.flacounseling.org and click on "News and Events" and click 2015 FCA Convention, then 2015 Exhibitors/Sponsors Info.

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