

EMDR Consultant™ Self-Assessment

EMDR Consultants play a significant role in guiding clinicians through the certification process and to the application of EMDR therapy with diverse populations and settings. This self-assessment is an invitation to explore various consultation skills and track progress on the ongoing professional development. Consultants can gain valuable insight and recognize opportunities for enrichment by examining areas such as collaboration & communication, facilitation & process, and professional learning and growth.

Ranking Scale
 0 = Not Evident
 1 = Beginning
 2 = Developing
 3 = Advancing

1. Collaboration and Communication

a. Develop Positive Relationships and Trust

Consultants may demonstrate this by:	0	1	2	3
Creating a safe environment (e.g., by listening to what consultees have to say and providing encouragement and support) for consultees to try new skills and share their experiences.				
Modeling vulnerability (e.g., sharing experiences when things did not go as expected or you made a not-so-appropriate clinical decision) to foster authentic, trusting relationships.				
Developing constructive relationships with other consultants by seeking opportunities to network and connect (participating in the EMDRIA online community and other peer support groups).				
Examples				
Next Steps				

b. Provide and Receive Feedback

Consultants may demonstrate this by:	0	1	2	3
Asking for feedback from other consultants (or colleagues) and implementing feedback for self-improvement.				
Providing feedback to consultees that is supportive, respectful, and constructive (see handout).				
Establishing feedback mechanisms with consultees (e.g., asking consultees: Is this feedback helpful? Do you have a plan for implementing these suggestions into your next session with this client?)				
Examples				
Next Steps				

c. Include IDEA (Inclusive, Diversity, Equity, and Access) Principles

Consultants may demonstrate this by:	0	1	2	3
Discussing and guiding ways to adapt protocols and techniques to different populations.				
Assessing and reflecting on your biases (e.g., Harvard Implicit Bias Tests https://implicit.harvard.edu/implicit/)				
Ensuring that EMDR consultation considers the physical and logistical accessibility of services (e.g., ask consultees about their learning style and/or specific needs).				
Integrating trauma-informed principles; recognizing the impact of systemic oppression and discrimination on mental health and trauma in both consultees and clients.				
Examples				
Next Steps				

2. Facilitation and Process

a. Listening Skills

Consultants may demonstrate this by:	0	1	2	3
Paraphrasing responses of consultees.				
Asking clarifying questions to consultees.				
Acknowledging when it is difficult to share an opinion or to have a right/wrong answer.				
Examples				
Next Steps				

b. Run Effective Consultation Sessions

Consultants may demonstrate this by:	0	1	2	3
Creating a safe environment (e.g., by listening to what consultees have to say and providing encouragement and support) for consultees to try new skills and share their experiences.				
Modeling vulnerability (e.g., sharing experiences when things did not go as expected or you made a not-so-appropriate clinical decision) to foster authentic, trusting relationships.				
Developing constructive relationships with other consultants by seeking opportunities to network and connect (participating in the EMDRIA online community and other peer support groups).				
Examples				
Next Steps				

c. Understand Adult Learning

Consultants may demonstrate this by:	0	1	2	3
Making learning relevant and practical by providing real-world examples and case studies (when applicable).				
Promoting self-reflection among consultees by asking Socratic questions.				
Promoting independent learning by guiding consultees to a variety of resources including articles, books, courses, current research, and professional opportunities.				
Creating an atmosphere of collaboration by encouraging consultees to share their experiences and insights.				
Encouraging interactive learning methods such as role-playing, group discussion, and peer feedback.				
Recognizing and valuing the existing knowledge and experiences that consultees bring.				
Looking for professional development opportunities to learn about adult learning, teaching skills, and neurodiversity: webinars, articles, podcasts, and research.				
Examples				
Next Steps				

d. Engage in Effective Assessment

Consultants may demonstrate this by:	0	1	2	3
Different methods are used consistently to assess the consultee's understanding of the EMDR standard protocol, appropriate accommodations, and AIP case conceptualization (e.g., role-play, asking questions, consultation assessment forms, and reviewing videos).				

Consultants may demonstrate this by:	0	1	2	3
Assisting consultees in developing a plan for professional growth (e.g., mastering a new technique, trying a new specific protocol, increasing knowledge and skills to work with a specific population).				
Providing constructive and actionable feedback.				
Intentionally building time to promote self-reflection by asking consultees to self-evaluate.				
Examples				
Next Steps				

3. Professional Learning and Growth

a. Ongoing Self-Development

Consultants may demonstrate this by:	0	1	2	3
Developing a plan for continuous self-development.				
Participating in trainings, webinars, EMDRIA Consultant Day, and other professional opportunities.				
Keeping current with latest research articles, JEMDR, the GWT Magazine, Focal Point Blog, and other publications.				
Demonstrating curiosity and a growth mind-set by intentionally seeking out opportunities for professional development and actively sharing learning with others.				
Examples				
Next Steps				

b. Ongoing Self-Reflection

Consultants may demonstrate this by:	0	1	2	3
Understanding and acknowledging their strengths and areas of growth.				
Being willing to say when they do not know something.				
Reflecting on preferences in learning styles and communication.				
Managing personal reactions and biases.				
Remaining open to accepting feedback including suggestions for improvement.				
Examples				
Next Steps				