

# ADULT EDUCATION AND EMDR CONSULTANT™ ROLES

EMDRIA™ Consultant Day - February 21, 2024

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1


## ★ Agenda

Multifaceted role of EMDR Consultant™


- Evaluator
- Educator
- Motivator

Pedagogical tools for diverse adult learners

- Engaging goal-oriented consultations
- Providing constructive feedback



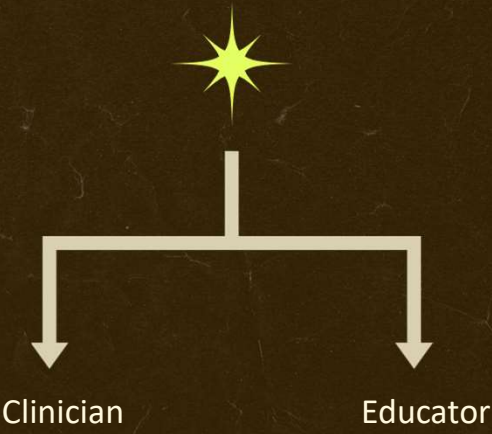
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## ★ Learning Objective

Participants will be able to describe at least two specific strategies for Consultants to perform their role as evaluators, educators, and motivators.

3

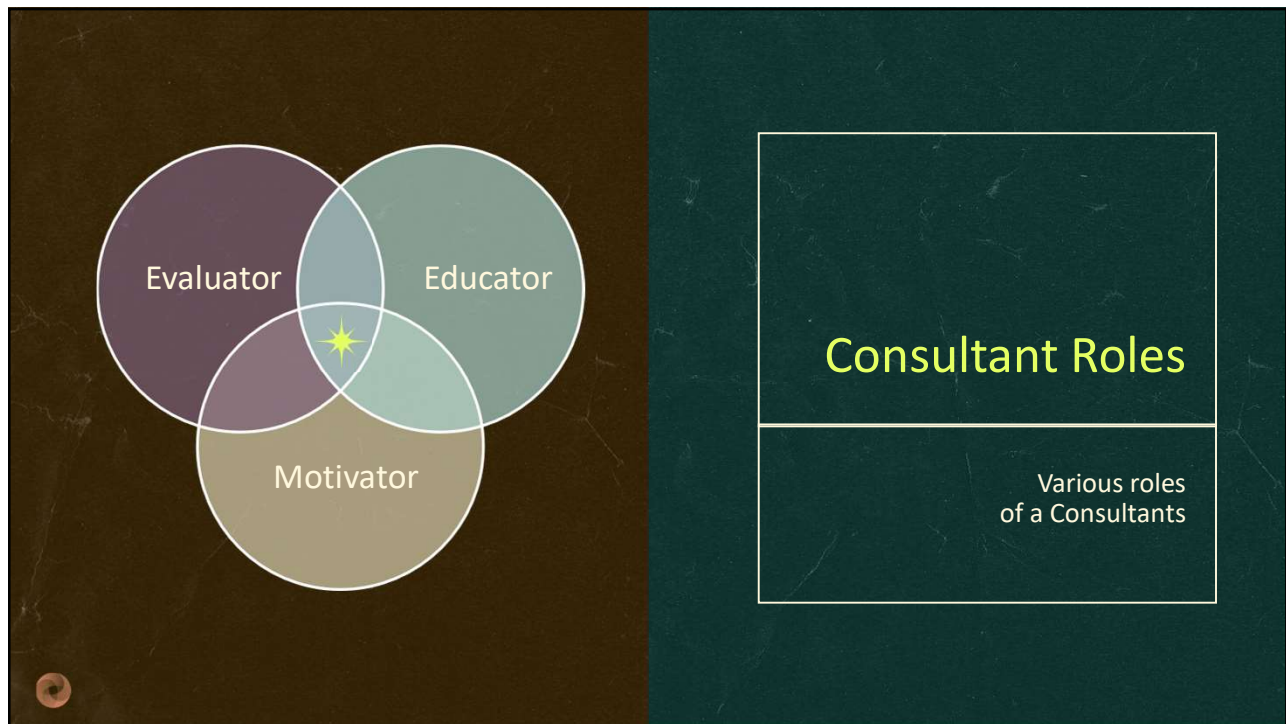


## Consultant Roles

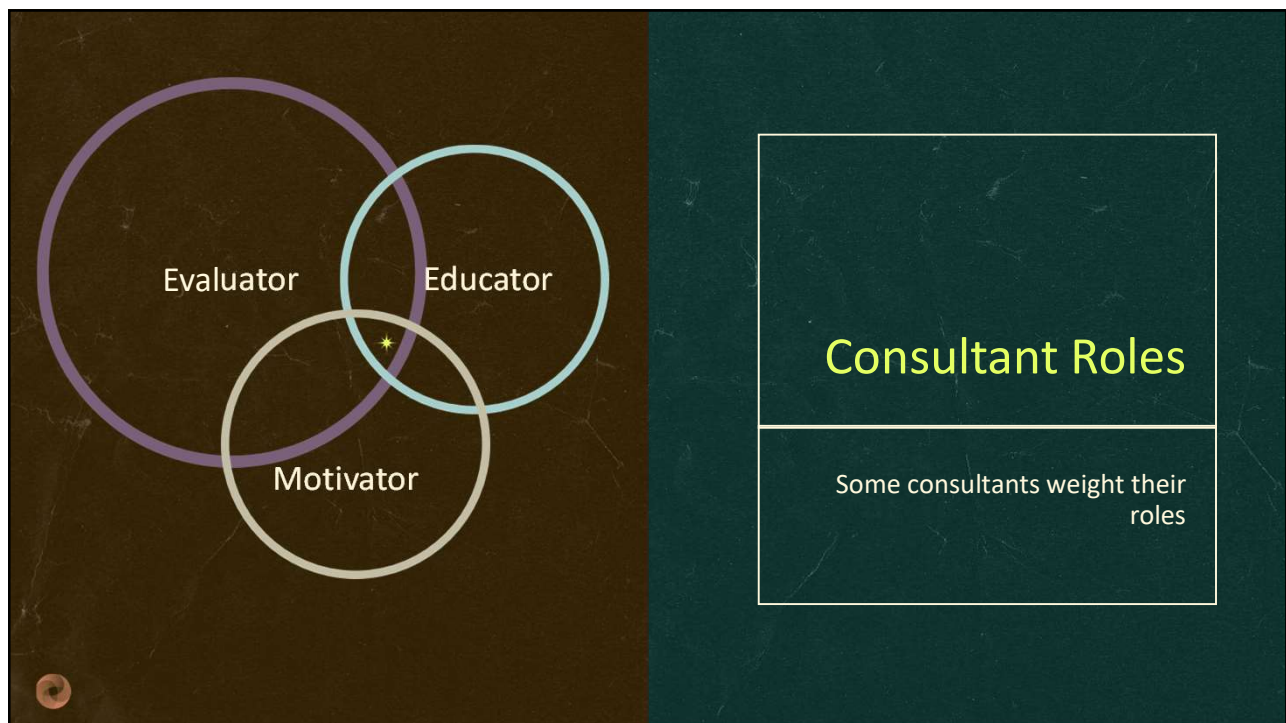
How some Consultants view their roles

4

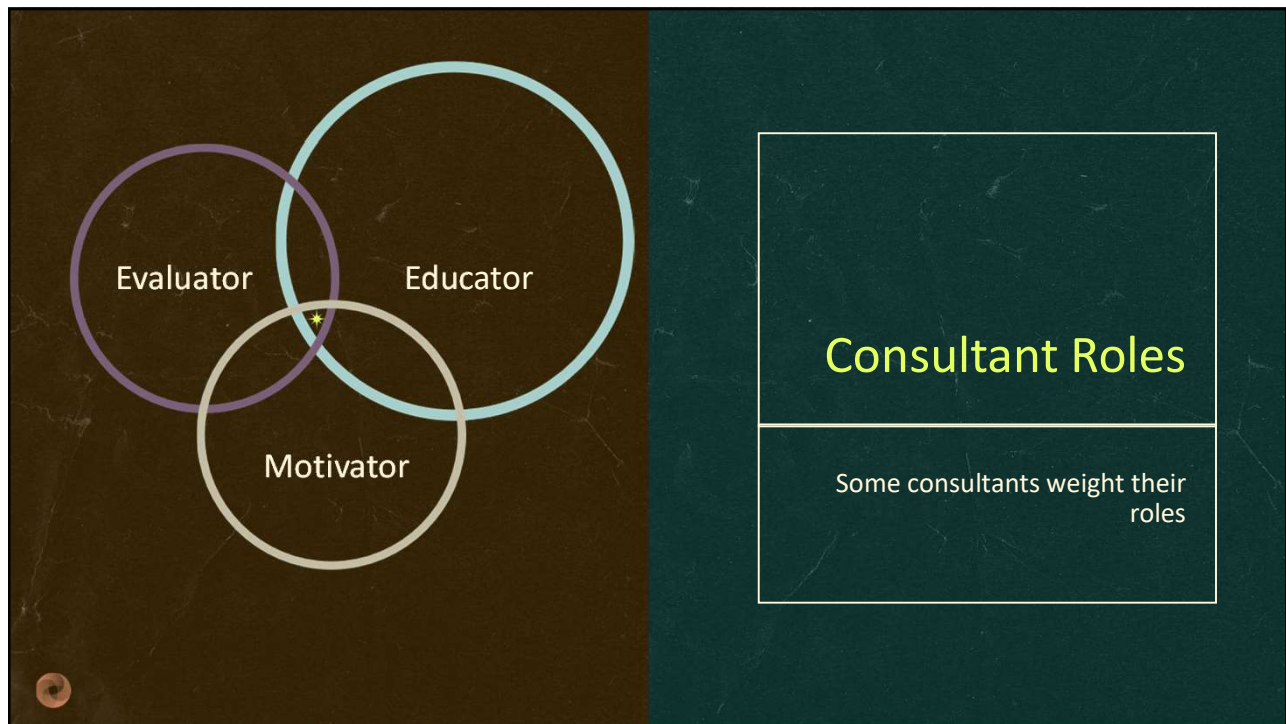




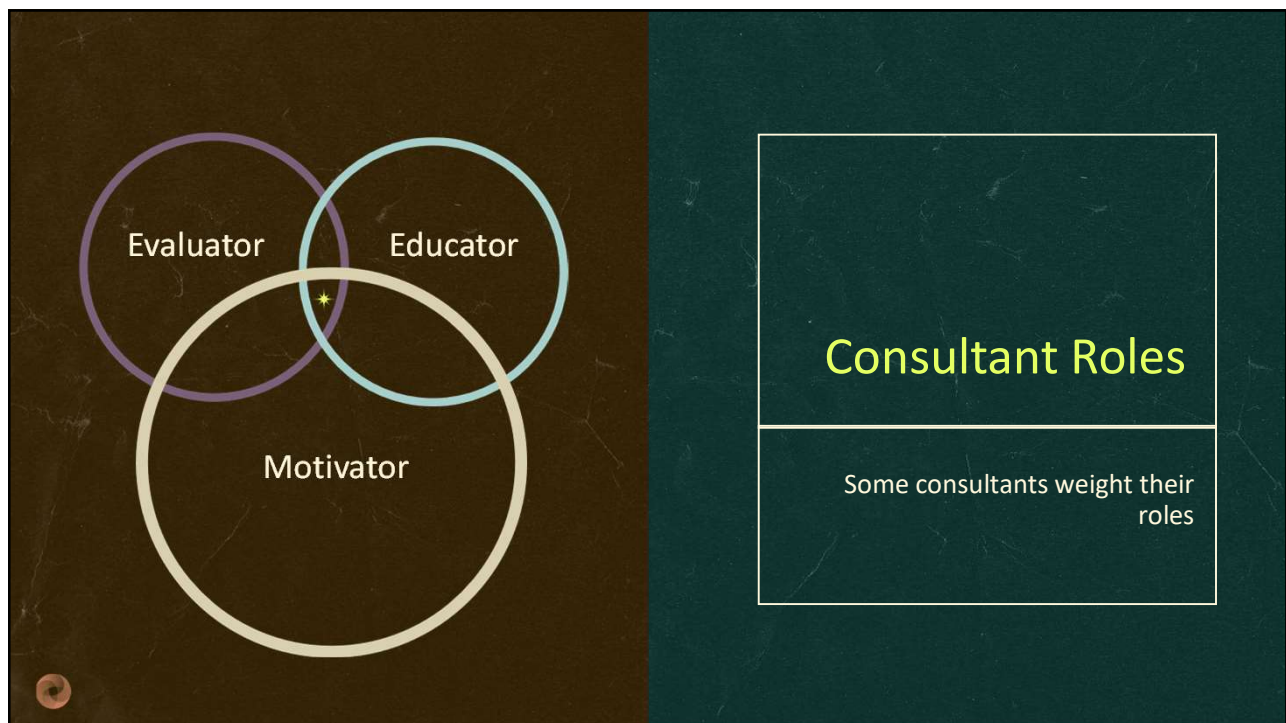
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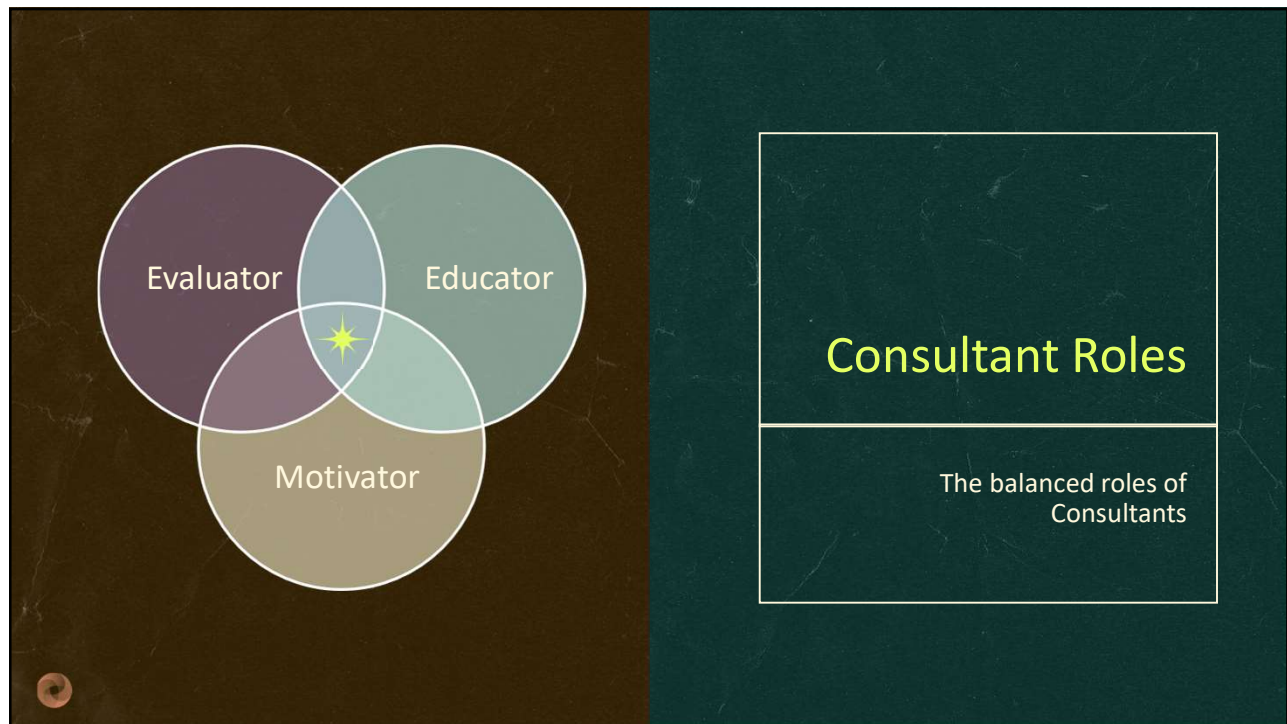
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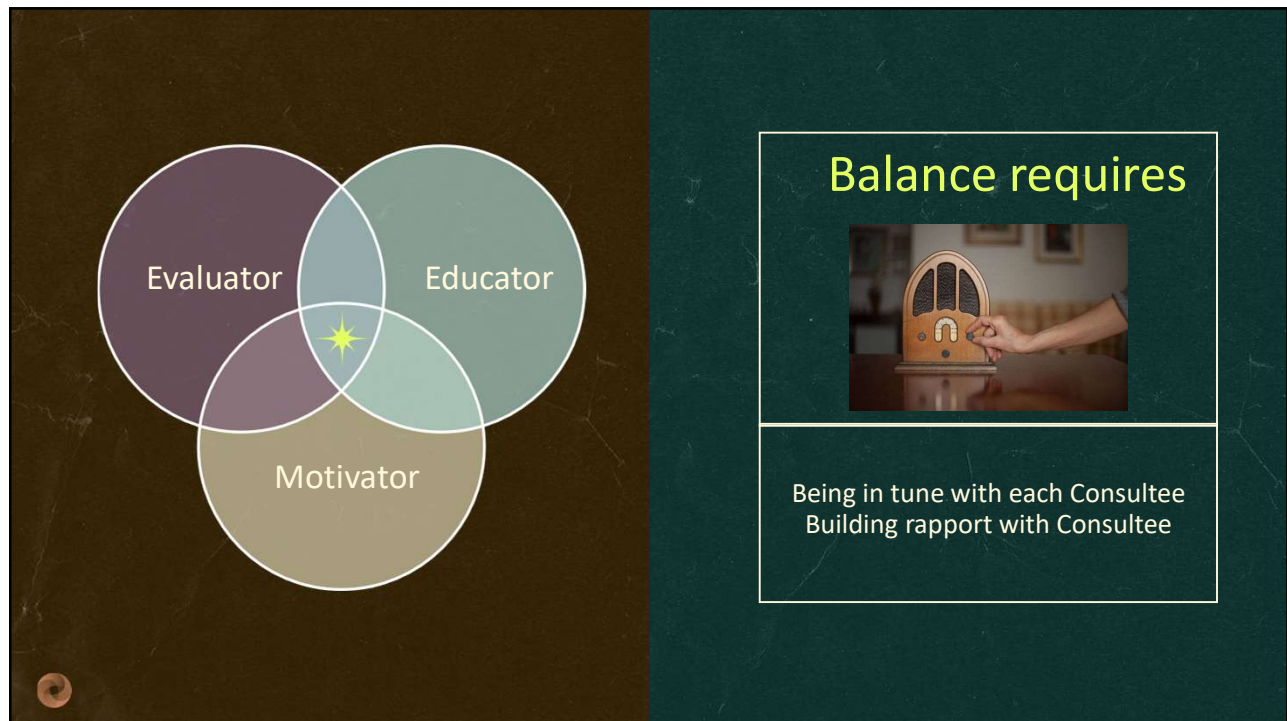
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8



9



10



# Consultant Roles



## Evaluator

Accountability and  
Feedback



## Educator

Sharing and Reciprocating  
Knowledge



## Motivator

Inspiring  
Others

11

# Consultant Roles



## Evaluator

Accountability and  
Feedback



## Educator

Sharing and Reciprocating  
Knowledge



## Motivator


Inspiring  
Others

12

*EVALUATOR*

Evaluating is not:

Being a gate-keeper  
Basic Training concerns



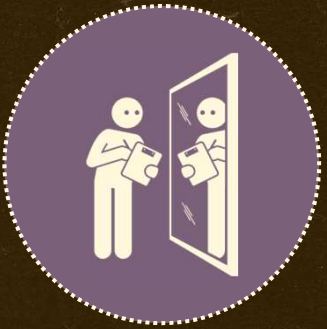
13

*EVALUATOR*

★ Evaluating is as much about **developing** self as much as others.

Clarifying and Agreeing on Expectations

- Evaluate against expectations
- Milestones
  - Time
  - Needs
  - Success measures
- What can get in the way



14

EVALUATOR

★  
Evaluating is as much  
about **developing**  
self as much as others.

Abundance of trauma

Developmental approach

- Diverse populations
- What is misunderstood/missing
- Kindness

Continuous learning



15


EVALUATOR

EMDR Fidelity Rating Scale

16



**EVALUATOR**



**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

**Tips on Providing Feedback During EMDR Consultation**

**1. Acknowledge Strengths and Success**

"I liked how you helped your clients to remember their resources."

"Great job just reading the script when asking the assessment questions in phase 3."

**2. Give Specific Rather than General Comments**


"I noticed that your client struggles to find a self-referencing negative cognition. Maybe providing some examples could help them."

**Video and Self-Assessment Form in EMDRIA Library**

**Resource in EMDRIA Library**


17

## EMDRIA Consultant Self-Assessment




**Collaboration and Communication**

- Develop Positive Relationships and Trust
- Provide and Receive Feedback
- Include IDEA



**Facilitation and Process**

- Listening Skills
- Run Effective Consultation Sessions
- Understand Adult Learning
- Engage in Effective Assessment



**Professional Learning and Growth**

- Ongoing Self-Development
- Ongoing Self-Reflection

18

## Consultant Roles



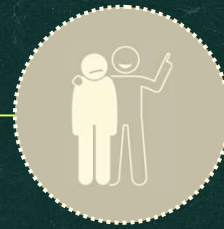
### Evaluator

Accountability and  
Feedback



### Educator

Sharing and Reciprocating  
Knowledge

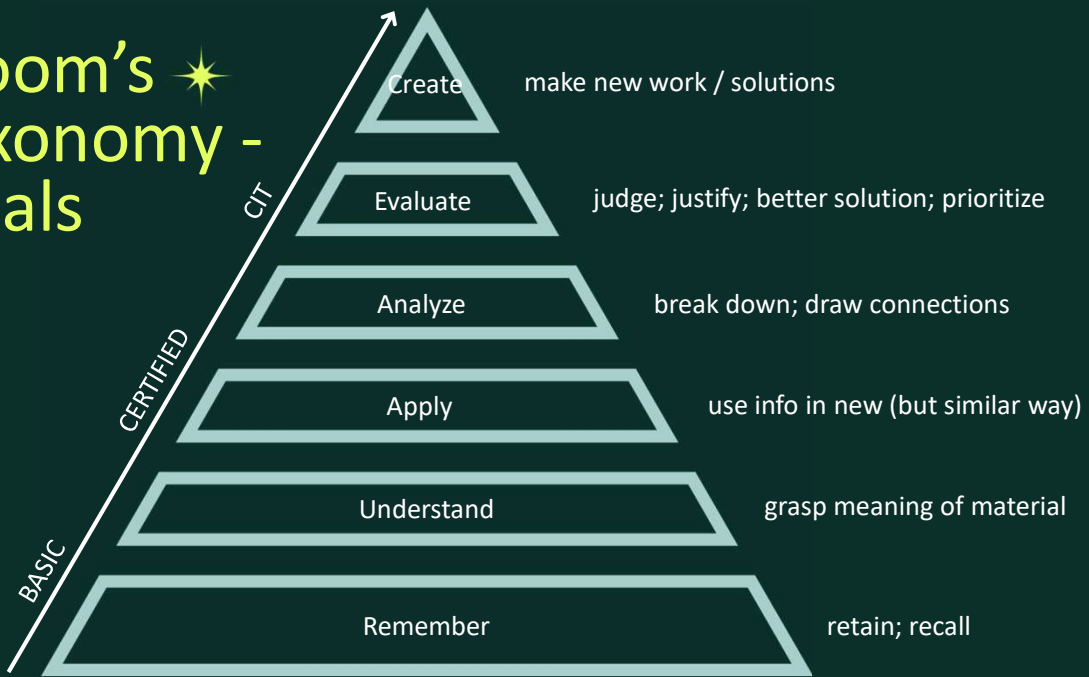


### Motivator

Inspiring  
Others

19

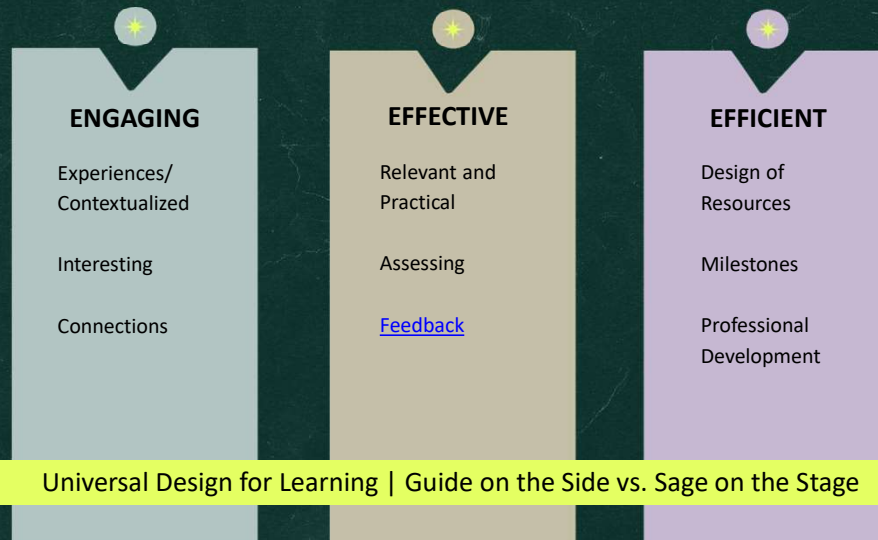
## Bloom's Taxonomy - Goals



20

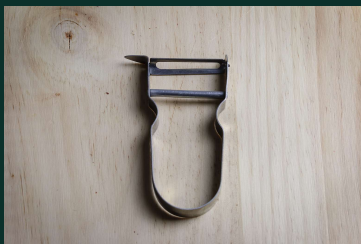


# The Adult Learner (Andragogy)



21

# Universal Design for Learning



"necessary for some, beneficial for all"



22

# Universal Design for Learning



## Engagement WHY

- Interaction with Content and Material
- Engaging and Personalized



## Representation WHAT

- Consume Content and Material
- Variety of Formats



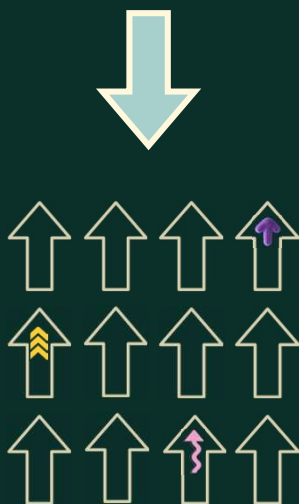
## Action & Expression - HOW

- Demonstrate what is Learned/Skills can do
- Variety of Formats

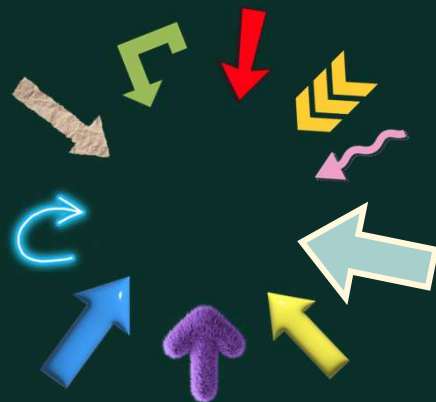
[udlguidelines.cast.org](http://udlguidelines.cast.org)

23

## Sage-on-the-Stage



## Guide-on-the-Side

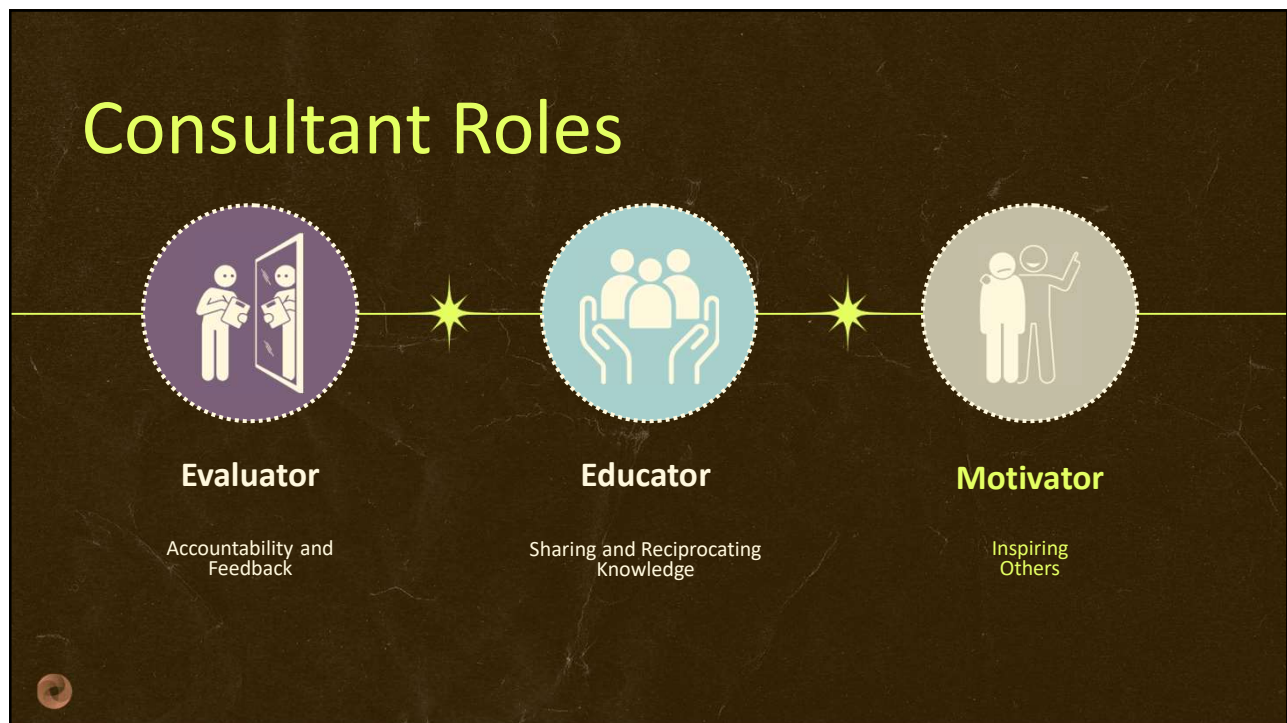


24





25



26

**Motivator**

Leadership  
Modeling behaviors

27

# Motivator - Leadership

Command

Control

Inspire

Trust

28



## MOTIVATOR - MODELING

## ★ Modeling behaviors that we want Consultees to be doing

Building a Positive Relationship  
Effective questioning  
Reflection - externally and internally  
Curiosity  
Inspire to Keep Trying



29

## MOTIVATOR - MODELING

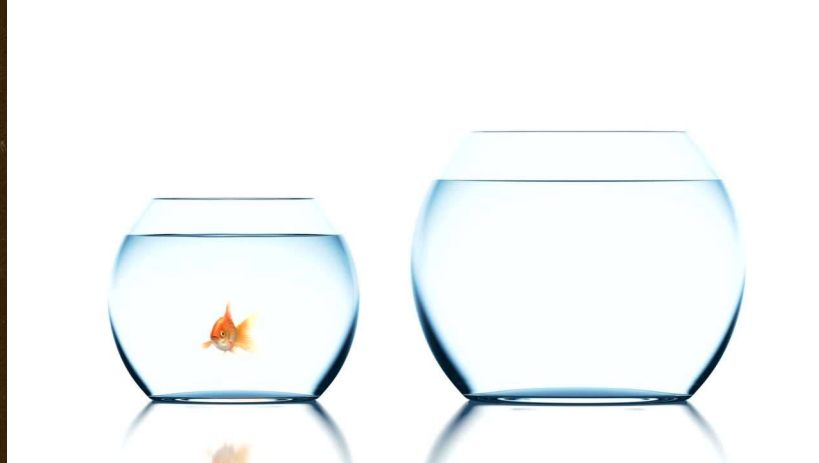
## ★ Modeling behaviors that we want Consultees to be doing

Effective questioning  
Guiding through process  
- Explain to Consultant  
- Following a scripts vs. Critically thinking in session with client  
- How to listen/see client



30

MOTIVATOR



31

MOTIVATOR



32



# Consultant Roles



**Evaluator**

Accountability and  
Feedback



**Educator**

Sharing and Reciprocating  
Knowledge




**Motivator**

Inspiring  
Others

33

**Evaluator**      **Educator**      **Motivator**

 **emdria**<sup>TM</sup>  
EMDR International Association

CREATING GLOBAL HEALING, HEALTH & HOPE<sup>TM</sup>

34

# EMDRIA's Focus



35

## Where are We: EMDR Consultant Standards™ What Has Been Done

### Revised Consultation Packet (2020)

- Key Terms/Definitions
- Steps for Successful Consultation Relationship
- Sample Forms

### Data Collection

- Winter 2022 Consultation Survey
- EMDR Certified Therapists™
- CIT Listening Session
- EMDR Consultant™ Online Communities
- Past Consultant Day Events

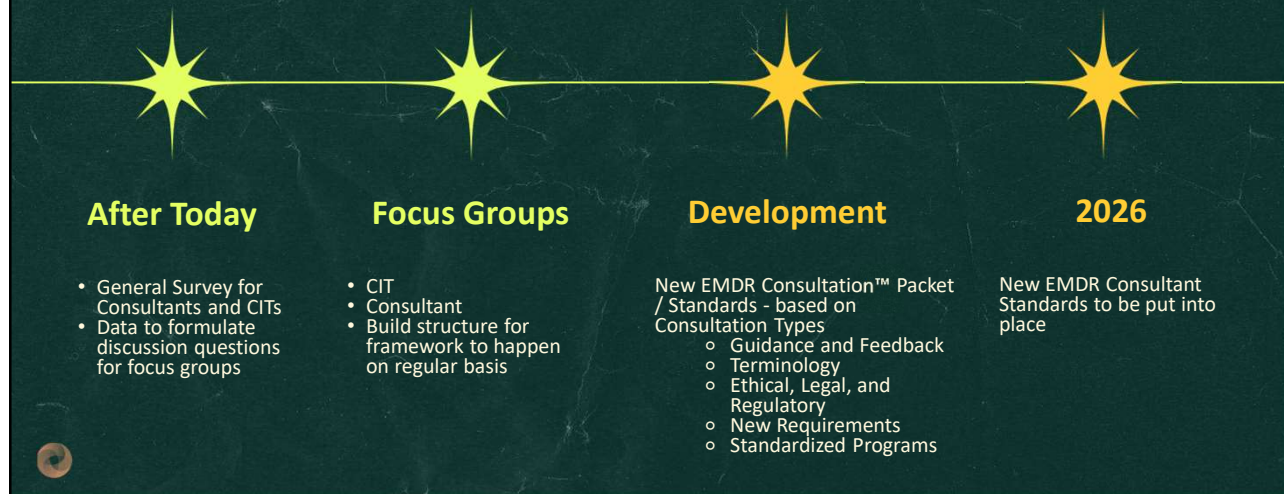
### Needs and Wants

- More
- Structure
  - Guidance
  - Resources
  - Direction
  - Support from EMDRIA™

36



# Elevating Excellence: Developing Skills, Delivering Impact



37

## Thank you!

Our presentation ends here, but the work is only about to begin.

EMDRIA is here to support you in your role as Consultant.

Questions? email us at [info@emdria.org](mailto:info@emdria.org)



38



