

Tips for Using a Developmental Approach in EMDR Consultation

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The following tips provide suggestions to support consultants in creating a developmental approach for each consultee.

1. Tailoring Consultation to Each Consultee

To tailor consultation to the needs and goals of each consultee, a consultant should:

a. Assessing Current Needs and Goals

Identify a consultee's current understanding and provide guidance that is appropriately supportive, challenging, and responsive to their own unique setting, goals, and needs.

b. Shift Roles Fluidly

Depending on the consultee's journey, emphasize the role of

Educator

Teaching foundational facts during basic training (for instance).

Motivator

Building confidence during professional setbacks.

Evaluator

Assessing mastery for certification (for instance).

c. Normalizing Learning

Explicitly normalize challenges and setbacks as a natural part of the learning process – including possibly the consultant's own past challenges and setbacks – to help consultees manage self-doubt and build resilience.

2. Using Adult Learning Theories and Practice

There are a variety of learning theories and practices to support adult learners (i.e., andragogy) such as:

a. Socratic Questioning and Active Listening

Instead of focusing solely on what a consultee did “wrong”, use Socratic questioning and active listening to help them foster a reflective process by exploring the rationale (the “why”) behind their clinical decisions. For additional information, please review the following resources:

- <https://cetl.uconn.edu/resources/teaching-your-course/leading-effective-discussions/socratic-questions/>
- <https://www.blueprint.ai/blog/a-therapists-guide-to-socratic-questioning-with-examples>

b. Utilizing Metaphors and Analogies

Use tools such as metaphors, for example, to make the theoretical principles of the AIP model accessible and memorable for consultees.

c. Employing Interactive Methods

Use techniques such as modeling, role play, case simulations, vignettes, and visual aids to help consultees integrate complex concepts into practical application.

3. Implementing Deliberate and Focused Practice

For consultees to further develop knowledge, skills, and attitudes needed in a variety of settings, consultants should:

a. Defining Specific Goals

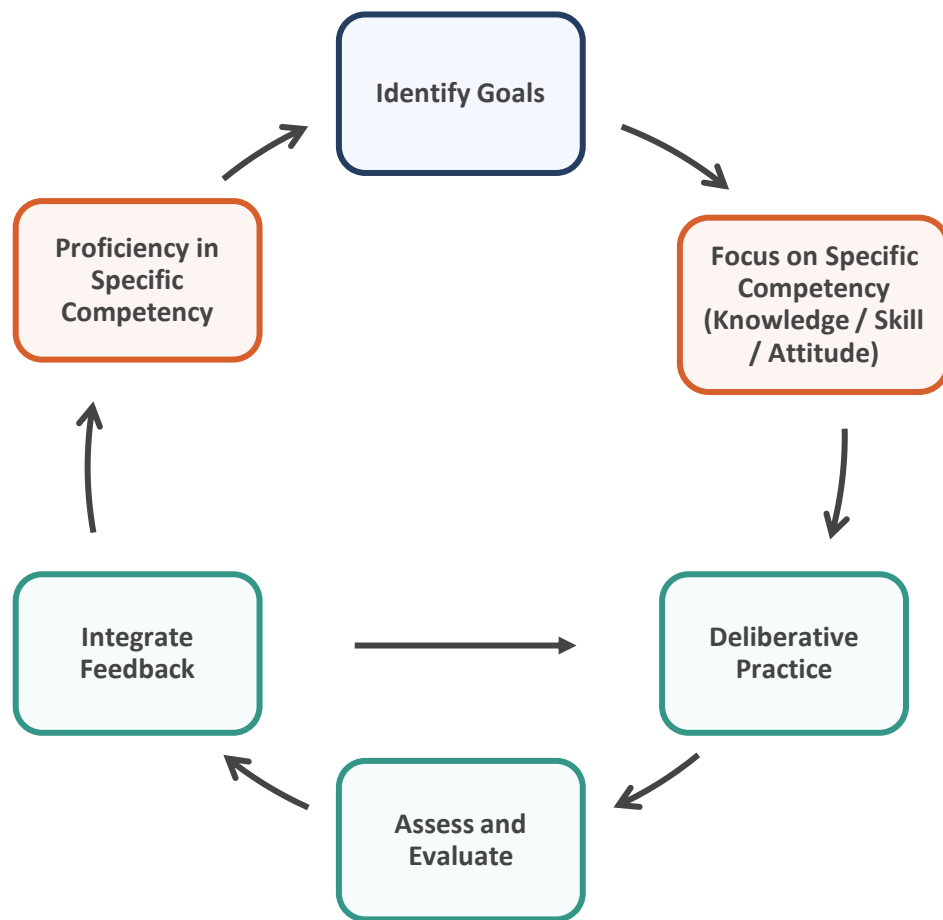
Help consultees translate feedback into clear, achievable goals for their clinical practice – clarifying what are the practical things the consultee can do the next time that they see the client or consultee (in the case of consultants in training).

b. Observing Evidence

Base evaluations on observable evidence by using video recordings (when permitted), transcripts, or near-verbatim summaries to provide precise, competency-based feedback to move away from subjective impressions.

c. Importance of a Feedback Loop

Create a feedback loop through repeated sessions until mastery is achieved – use a cycle of defining goals, focusing on a specific skill (e.g., Phase 3: Assessment), practicing that skills, and integrating feedback.



4. Modeling Professional Identity

Consultants should model professional identity by:

a. Maintaining Professional Boundaries

Clearly distinguish between consultation and psychotherapy, focusing strictly on enhancing the consultee's clinical or consultation skills (in the case of consultant in training) rather than treating their personal issues.

b. Encouraging Two-way Learning

Establish a relationship where learning flows in both directions; be open to receiving feedback from your consultees to model lifelong learning and professional growth.

c. Bridging Practice and Education

Position yourself as a guide who helps clinicians refine their technical skills while adhering to the highest ethical and trauma-informed standards.

5. Integrating IDEA and Ethics into Instructional Practices

Consultants can continue to support a consultee's depth and breadth of knowledge, skills and attitudes by:

a. Intentionally Broaching IDEA

Weave elements of Inclusion, Diversity, Equity, and Access into every session to ensure consultees can adapt EMDR therapy for diverse populations with cultural humility.

b. Focusing on Clinical Integrity

Guide consultees to remain grounded in the 8 Phases and Three-pronged Approach while learning when and how to ethically adapt the model for complex cases.

c. Promoting Self-Assessment

Encourage consultees to engage in regular self-reflection regarding their own biases and clinical limitations.