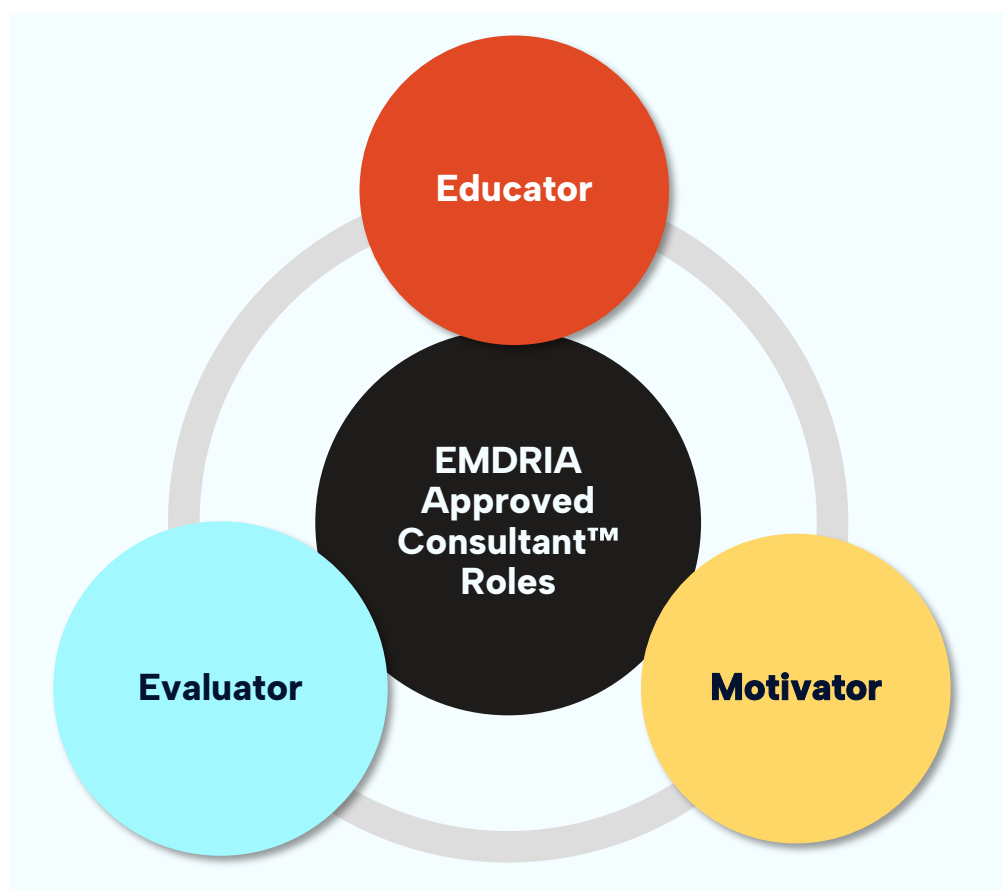


The Three Roles of a Consultant

EMDRIA Approved Consultants™ play a critical role in supporting the professional development of clinicians while promoting ethical, effective and trauma-informed practice. Their work encompasses three interconnected roles—Educator, Motivator and Evaluator—each contributing to the growth, competence and confidence of consultees in providing EMDR therapy.



Together, these roles ensure that consultation is supportive, developmental, addresses each therapist's or consultee's unique needs, promotes the focused and deliberate practice with the purpose of continuing to develop competencies and fosters excellence in EMDR practice.

The Three Roles of a Consultant

- As **Educators**, a consultant shares knowledge, tools and strategies to strengthen clinical or consultation skills.
- As **Motivators**, a consultant encourages and inspires consultees to build confidence in their clinical or consultation work.
- As **Evaluators**, a consultant provides accountability through constructive feedback and assesses readiness for clinical or consultation competence.

The consultant's roles as educator, motivator and evaluator are complementary, not sequential or hierarchical, ensuring a balanced approach to learning and professional development.

The following table outlines key tasks associated with each role, highlighting how consultants guide clinical judgment, foster skill development and encourage reflective, client-centered practice.

Educator	Motivator	Evaluator
Provide clarification around EMDR treatment tools, protocols, and procedures	Encourage consultees to trust their clinical abilities	Assess consultee's case presentations for the skillful and appropriate use of EMDR and other therapeutic interventions, as needed
Explain theory and practice connections clearly	Normalize challenges and setbacks as part of learning	Review treatment plans and case conceptualization
Demonstrate techniques through modeling or role-play	Recognize and affirm progress and strengths	Provide constructive feedback on clinical decisions, highlighting strengths and areas for growth
Provide information and resources as needed.	Inspire ongoing development and lifelong learning	Assess and offer constructive feedback on ethical and trauma-informed practice with attention to cultural humility.
Share resources, research, and practice tools	Celebrate milestones and professional achievements	Determine readiness for certification with a clear evaluation framework
Recommend continuing education and further training	Create a supportive and safe consultation environment by modeling behaviors	Identify areas needing further training or information

Shifting Roles of the EMDR Consultant Across the Consultee's Journey

Effective EMDR consultation requires consultants to remain attuned to:

- the unique needs of each consultee,
- each specific case being discussed and
- where the consultee is on their professional journey.

Consultants may shift fluidly between roles by:

- emphasizing evaluation when assessing competence,
- leaning into motivation to build confidence and
- providing targeted education to address gaps in knowledge, skill and/or attitudes.

This dynamic approach ensures that consultation is responsive, client-centered, consultee-centered and tailored to foster both professional growth and high-quality clinical care.

The following table highlights the emphasis of each role throughout each stage of consultation.

Stage of Consultation	Educator	Motivator	Evaluator
Foundational Consultation (EMDR Basic Training Consultation)	Strong emphasis – teaching goals, procedures, and protocol, case conceptualization, and foundational EMDR skills.	Strong emphasis – fostering safety, curiosity, and confidence in applying EMDR for the first time.	Light emphasis – focusing on guiding rather than examining; providing formative feedback.
Consultation for Certification	Moderate to strong emphasis – refining skills, integrating EMDR into complex cases, and deepening case conceptualization.	Moderate emphasis – supporting resilience, addressing imposter syndrome, and reinforcing professional identity.	Strong emphasis – evaluating clinical competence, ethical application in a trauma-informed framework.
Consultant in Training Consultation	Strong emphasis – teaching how to teach, model, and structure effective consultation processes.	Strong emphasis – encouraging development of a consultant's identity, supporting confidence in guiding others.	Strong emphasis – assessing ability to provide consultation, clinical judgment, and trauma-informed leadership.