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The Carkhuff Model

Brief Summary of the Carkhuff Model

1. Response to Content:
 - Response is brief, contains only essential elements, shows that counselor understands, does not parrot, e.g., "You're saying ____." or "In other words, ____."
2. Response to Feelings:
 - Counselor listens for words/non-verbal behaviors that are cues to feelings. Identify the general feeling category (happy, sad, angry, etc.).
 - Respond with words that are interchangeable (expresses the same feeling), e.g., eager (energized, raring to go).
 - Formula: "You feel ____."
3. Response to Feelings & Content:
 - Formula: "You feel ____ because ____."
4. Personalizing the Meaning:
 - Identifying why the situation is important and the client's part in the problem (his/her *deficits*).
 - Formula: "You feel ____ because *you* ____." "You feel ____ because you cannot (deficits)."
5. Look for Common Themes/Dominant Themes:
 - E.g., "You seem to be saying in several ways ____." (Look for patterns, intensity, reoccurrence.)
6. Use of Confrontation:
 - Behavior disagrees with what the client says.
 - Discrepancy: between how one is/wants to be.
 - Discrepancy: between insight/action.
 - Formula: "On the one hand you say/feel/do ____, and on the other hand you say/feel/do ____."
7. Verbalize How the Client Feels About the Deficit:
 - Formula: "You feel ____ because you cannot ____."
8. Identify Where the Client Wants to Be:
 - Formula: "You feel ____ because you cannot ____ and you want to ____."
9. Define and Operationalize the Goal:
 - Formula: "You want to (state goal) as indicated by (operational definition of goal)."
10. Develop the Steps to Reach the Goal:
 - Formula: "Your first step is ____."
11. Develop Intermediary Steps:
 - Formula: "Your intermediary steps are ____."
12. Develop a Schedule:
 - Formula: "You can start on ____ and finish on ____."
13. Develop Reinforcers:
 - I.e., "I will do this if I don't do that."
14. Counselor Uses Conditionality As Appropriate:
 - Conditionality means that the counselor's behavior is contingent upon the behavior of the client.
 - Formula: "If you say/feel/do ____, then I will say/feel/do ____."

Narrative Summary of the Carkhuff Model

The process of helping for the counselor is initiated with *attending* (listening, observing, and attending physically). This action taken by the counselor yields involvement of the helpee/client. The counselor proceeds to *respond* to feeling, meaning, and content by using "You feel ____ because . . ." statements. This step facilitates exploring by the helpee/client. The process continues as the counselor *personalizes* the helpee's experiences and assists the helpee to understand what part s/he has in the problem and answer. The helper assists the helpee to personalize goals, problems and meaning by the use of "You feel ____ because you can't . . ." The counselor's step helps the client take responsibility for actions and thoughts. Finally the counselor supports the helpee to *initiate* goals. The counselor uses "You feel ____ because you cannot ____ and you want to ____." statements to do this. The helper and helpee set up programs, schedules, reinforcement implementation and check steps. At this particular point of the operation, feedback is used with responding and the counseling process may recycle again.