

2016 Research Week Proposal Poster

Proposal

Title – Counseling Leadership Development: A Qualitative Meta-analysis and Theoretical Framework

Program of Study – Counselor Education and Supervision

Presentation Type – Choose one of the following: Print Poster

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Category – Experimental (Applied): Qualitative Meta-Analysis of Empirical Literature

Abstract: The Counsel for Accreditation of Counseling and Related Educational Programs (CACREP), recognize Leadership and Advocacy knowledge and skills as core components in Counselor Education and Supervision Programs. CACREP requires doctoral students to be knowledgeable in leadership theory and demonstrate competent leadership skills. However, few doctoral programs comprehensively address Leadership standards. Historically it was believed that leaders were born, but research supports that leadership is a set of traits that can be learned. Presently, multiple theories on leadership development exist, nonetheless, few scholarly articles, mostly qualitative in design, can be found addressing counselor leadership development. The research question explored is how does previous empirical research inform us about how doctoral students develop leadership competencies? By engaging in a comprehensive review of the empirical literature (a qualitative meta-analysis), the researchers identified four key areas that Doctoral Counselor Education Programs can employ to develop doctoral student leadership. These include Counseling Programs encouraging and training faculty to model leadership; providing leadership skills training to students through seminars, workshops, courses, and

reading materials; providing leadership opportunities (institutional, community); and developing leadership through mentorship. As a result, the researchers constructed an integrated theoretical leadership model for professional counselors based on a “servant first” approach which stresses the importance of responsible stewardship. This model appears to complement the Christian worldview, modeled by Christ Jesus to his twelve disciples when he underlined the significance of leaders being servants to all. Implications and research recommendations are presented to better facilitate the development of competent counselor leaders in the field.

Christian worldview integration:

The researchers' Christian worldview adhere to the Integration Approach, that is, the integration of theology and psychology, because it establishes that there is an underlying unity of human nature; and it utilizes both theological and psychological methods to investigate and understand truth. Both God's Word (theology) and God's world (science/psychology) are equal in the sense that each is open to influencing and being influenced by the other, however, they are not equal in authority, God's Word takes precedence in the Integration Approach, as authoritative truth; it is the foundation upon which this approach is built. The Christian worldview of the Integration Approach allows the use of both psychological and theological domains because they are unified in relation to a common set of assumptions about the world. This is due to the fact that their sources are based on the truths that are derived from God's Word and world, providing a more complete picture of human nature and functioning. Drawing on the Integration Approach, the researchers were able to access information within God's world (science/counseling) by doing a qualitative meta-analysis of the empirical literature to determine what was/is/has been done in the area of Doctoral Student Counselor Leadership Development. In so doing, the researchers, drawing on their Christian worldview, integrated two existing leadership models to create a model of counselor leadership development that is built on service. This model is based on the synthesis of the meta-analytic findings. Leading by example, Jesus was seen to model service by washing the feet of his disciples, and he also called us (believers) to be salt and light, these truths influenced the researchers to make doctoral program recommendations that seek to develop Christ-like servant leaders who have the capacity and capability to demonstrate Jesus' grace and truth in our world. By equipping doctoral students with knowledge and skills in leadership based on a Christian worldview, this Program Evaluation

uniquely positions the Counselor Education Program in developing competent Christian Counselors, men and women, who are qualified to hold leadership positions in educational, medical, religious, and social institutions impacting our culture and world at large.