The Evolution of Psychotherapy: Training

Time:
- M.S., MSW, 2-3 years;
- Psy.D. or Ph.D., 5-7 years.

Money:
- Public, $10,500/year;
- Private $24,000/year

Debt:
- Range $100-160,000.

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The Evolution of Psychotherapy: Training

<table>
<thead>
<tr>
<th>Profession</th>
<th>Starting Salary</th>
<th>Median (2017)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychologist</td>
<td>40-60K</td>
<td>77,000</td>
</tr>
<tr>
<td>Social Worker</td>
<td>36-60K</td>
<td>66,000</td>
</tr>
<tr>
<td>MFT</td>
<td>30-50K</td>
<td>47,000</td>
</tr>
<tr>
<td>Mental Health Coun</td>
<td>30-50K</td>
<td>46,000</td>
</tr>
</tbody>
</table>

The Evolution of Psychotherapy: Training

• Studies to date show little or no evidence:
  • *Traditional* professional training leads to better outcomes:
    • No difference between professionals, students and paraprofessionals.
  • *Supervision enhances effectiveness*;
  • *Experience leads to better outcomes (may actually worsen)*;
  • *Participation in continuing education improves effectiveness*.

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The Evolution of Psychotherapy:
From Training to Professional Development

• Some therapists achieve consistently better results than others;
• Differences between therapists consistently account for 5-9% of variability in treatment outcome;
• Differences persist when therapist competence is held constant and treatments are manualized;
• Difference is unrelated to age, gender, caseload, theoretical orientation, social skills, professional degree, years of experience, and time spent conducting therapy.

The Evolution of Expertise: How Top Therapists Improve?

**Deliberate**
diˈlibərit/
Adjective
Done consciously and intentionally

**Practice**
ˈpraktəs/
Noun
To carry out a particular activity regularly

Hours per week spent alone seriously engaging in activities related to improving therapy skills

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The Evolution of Expertise: How Top Therapists Improve?

Hours per week spent alone seriously engaging in activities related to improving therapy skills


The Evolution of Expertise:
How Top Therapists Improve?

- Thinking, planning, executing, reflecting;
- Practicing at the “edge” of the “realm of reliable performance.”
The Evolution of Psychotherapy:
From Training to Professional Development

- Adopting an “apprenticeship” model with structures and practices that support continuous development:
  - Ongoing measurement;
  - Identification of practitioner specific errors and learning objectives;
  - Time for practice outside of practice;
  - Access to coaching and practitioner-specific training;
  - Connection with learning community.