



Attitudes towards counselling

Exchange of views and opinions in the gender team on attitudes towards counselling

Good counselling depends on your personal attitude: do I understand counselling as expert counselling or as professional support like coaching or supervision?

Expert counselling implies high professional expertise, and great responsibility to know the right things. In expert counselling, the customer relies upon the expertise of the counsellor, he/she expects others to solve their problems or to give advice. This requires a high degree of professional know-how and field competence.

Professional support, on the one hand, is based on professional distance, understanding by asking professional questions, and modesty when sharing expertise; on the other hand, it is about giving advice on how to combine gender with expertise and/or process knowledge. Professional support implies the ability to withhold one's own solution competences and approaches. Knowledge about process development and understanding group-dynamic processes are part and parcel of this knowledge. With respect to professional counselling in the sense of supporting and accompanying clients, it is necessary for clients to be interested in solving problems and issues themselves. Consequently, the individual's acceptance of responsibility is a focal point of the approach.

Questions relevant to the exchange of views and opinions in the gender team

- Do I see myself more as an expert counsellor or rather as a counsellor who supports the process?
- What do my clients expect from me?
- In what areas can I combine field competence and/or professional competence with gender competence?
- What capabilities do I need
 - if I see myself more as an expert?
 - If I see myself more as a professional supporter?
- Are there differences between my counselling concept and the counselling concept of my gender team partner?