

*Using Deliberate Practice to
Improve your Therapeutic
Effectiveness*

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International Center for Clinical Excellence

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Improving Therapist Effectiveness: What Works and does not Work?

OCTOBER 13, 2016 BY SCOTTDM — 5 COMMENTS

One year ago, colleagues and I released the largest, longitudinal study of therapist effectiveness ever published. The study examined outcomes of 6500 clients treated by 170 practitioners whose results had been tracked an average of 5 years—some as long as 17 years!

The result? Clinician outcomes, on average, not only did *not* improve, but actually slowly and inexorably worsened with time and experience—and this, despite the fact that

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Practitioner generated content is the heart of the ICCE community. Peers helping and supporting each other with the most highly rated content rising to the top.

How Effective are We?



- *In most studies of treatment conducted over the last 40 years, the average treated person is better off than 80% of the untreated sample.*
- *The outcome of behavioral health services equals and, in most cases, exceeds medical treatments.*
- *On average, mental health professionals achieve outcomes on par with success rates obtained in randomized clinical trials (with and without co-morbidity).*

How Effective are We?



No Improvement

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Prescott, D., Maeschalck, ., & Miller, S.D. (2017). *Feedback Informed Treatment in Clinical Practice*. Washington, D.C.: APA Press.
Wampold, B., & Imel, Z. (2015). *The Great Psychotherapy Debate: The Evidence for What Makes Psychotherapy Work*. New York, New York: Routledge.

Therapists versus Athletes



- *Over the last century, the best performance for all Olympic events has improved—in some cases by more than 50%!*
- *Today's best high school time in the marathon beats the 1908 Olympic gold medal winning time by more than 20 minutes!*
- *Improvement has nothing to do with size, genetic changes, technology, or performance enhancing drugs.*



Colvin, G. (2008). *Talent is Overrated*. New York: Portfolio.

Coyle, D. (2009). *The Talent Code*. New York, New York: Bantam.

Ericsson, A.K., & Pool, R. (2017). *Peak: Secrets from the New Science of Expertise*. New York, New York: Eamon Dolan/Mariner Book.



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ARABESQUE PENCHEE

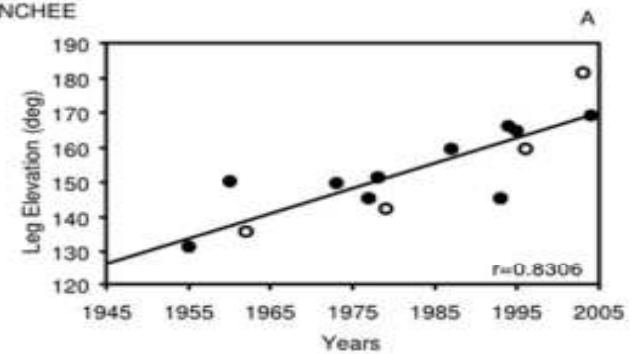


1962

1979

1996

2003



DEVELOPPE A LA SECONDE

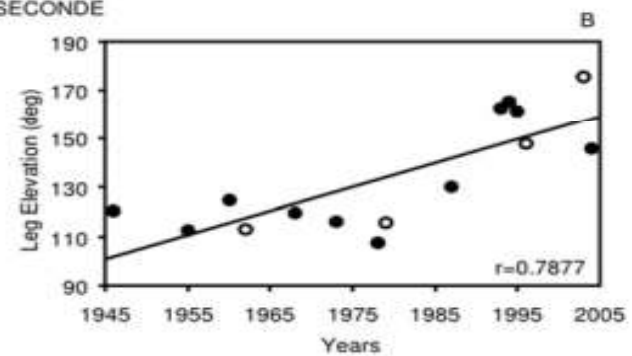


1962

1979

1996

2003



How Do Therapists Develop?



- *A massive, 20-year, multinational study of 11,000 therapists;*
- *Collected and analyzed detailed reports about the way therapists experienced their work and professional development.*

How Do Therapists Develop?

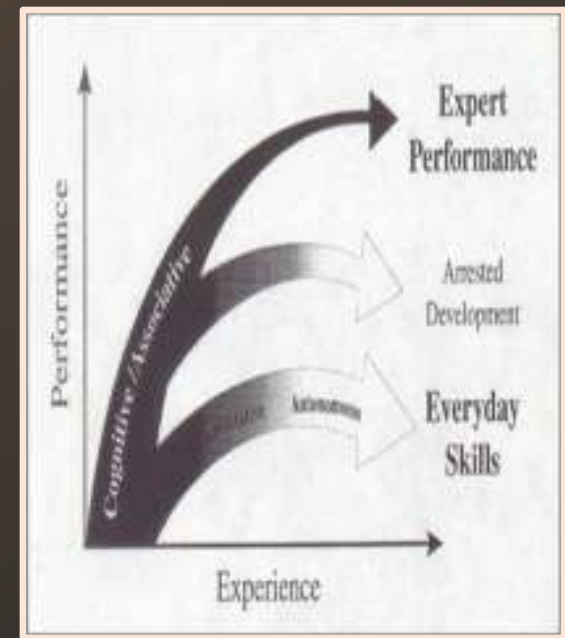


- *The majority of therapists see themselves as developing professionally over the course of their careers.*

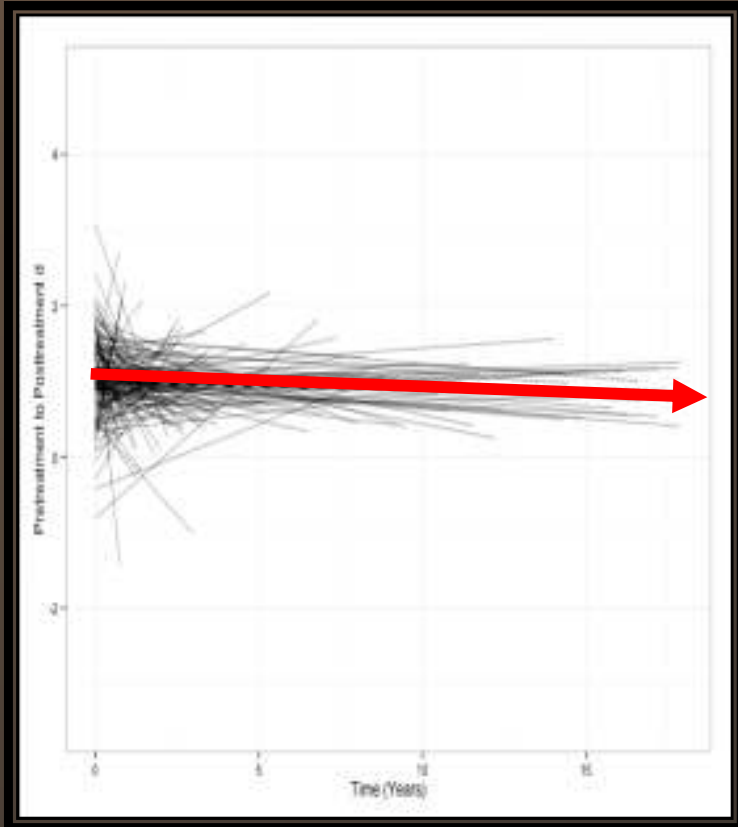
How Do Therapists Develop?



- *The effectiveness of the “average” helper plateaus very early.*
- *Little or no difference in outcome between professionals, students and para-professionals.*



How Do Therapists Develop?



- *The largest study to date on the effect of experience on outcome;*
- *170 Therapists followed over 17 years;*
- *On average outcomes declined over time.*

Goldberg, S.B., Rousmaniere, T., Miller, S.D., Whipple, J., Nielsen, S.L., Hoyt, W.T., & Wampold, B.E. (2016). Do psychotherapists improve with time and experience? A longitudinal analysis of real world outcome data. *Journal of Counseling Psychology*, 63, 1-11.



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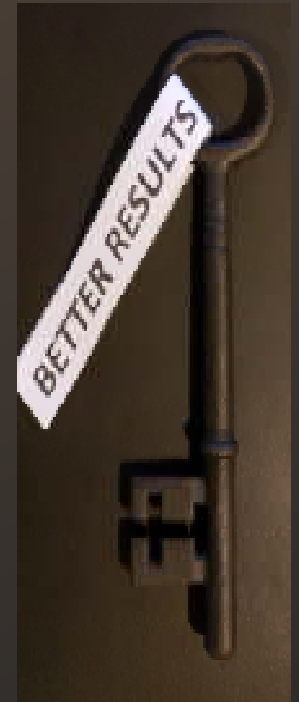
Do Therapists *want* to Develop?

- *When surveyed, therapists WANT to know:*
 - *How to have better relationships;*
 - *How to better initiate change;*
 - *Training methods that improve their outcomes;*
 - *How to use reflection and self-analysis to improve their effectiveness.*

I STILL LOOK AT
MYSELF AND WANT
TO IMPROVE.

David Beckham

David Beckham

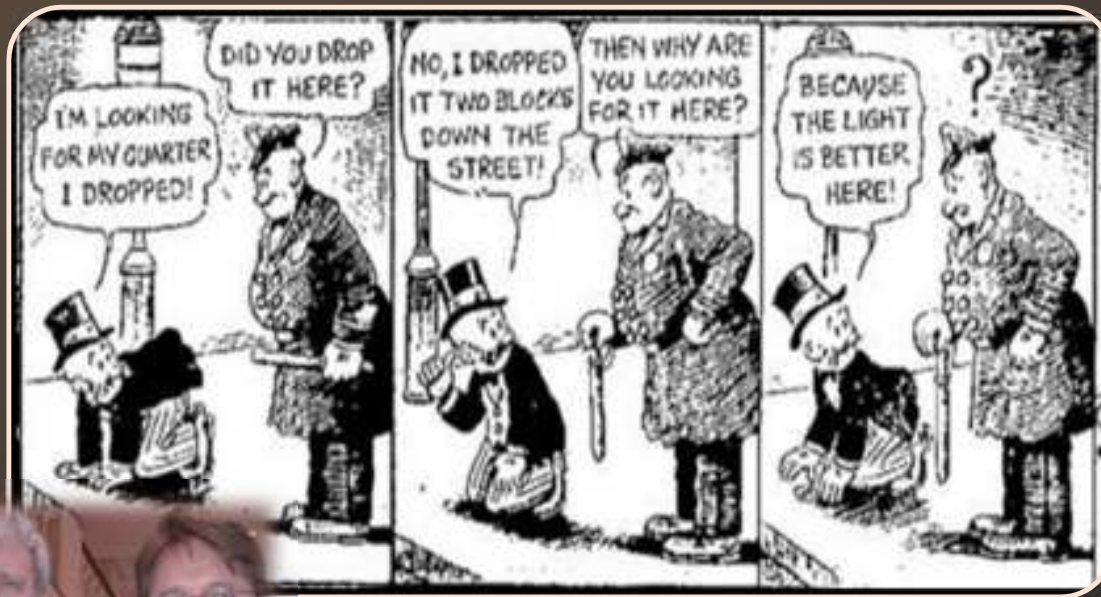


Tasca, G. A. et al. (2014, December 22). What Clinicians Want: Findings From a Psychotherapy Practice Research Network Survey. *Psychotherapy*. Advance online publication. <http://dx.doi.org/10.1037/a0038252>

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How *can* Therapists Develop?

The Streetlight Effect

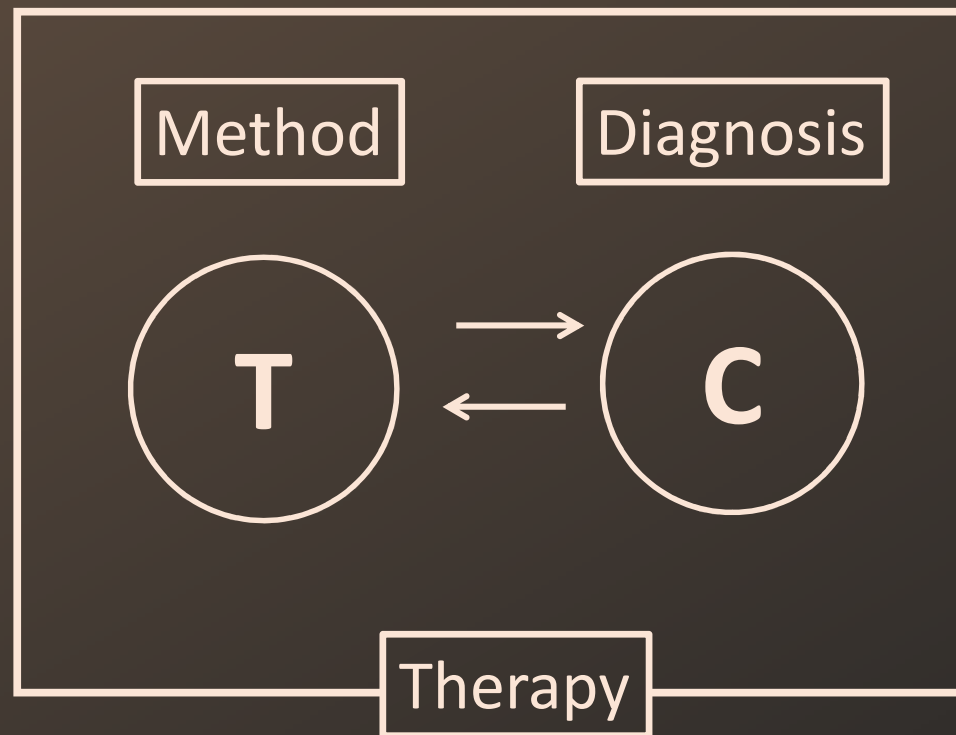


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How *can* Therapists Develop?



BEFORE



AFTER

Deliberate Practice

De·lib·er·ate: (di'libərit/)

- Adjective
- Done consciously and intentionally

Prac·tice: ('praktəs/)

- Noun
- To carry out a particular activity regularly

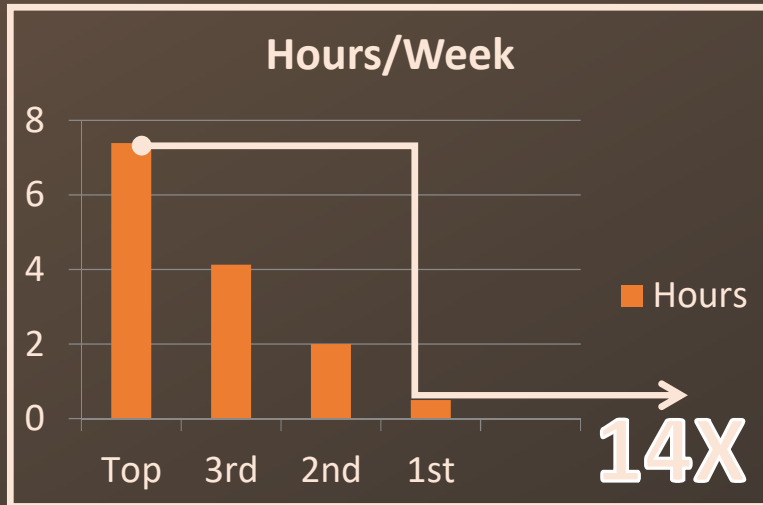
Hours per week
spent alone seriously
engaging in activities
related to improving
therapy skills



Chow, D., Miller, S. D., Kane, R., & Thornton, J. (2015). The role of deliberate practices in the development of highly effective psychotherapists. *Psychotherapy*.

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Deliberate Practice



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



Chow, D., Miller, S. D., Kane, R., & Thornton, J. (2015). The role of deliberate practices in the development of highly effective psychotherapists. *Psychotherapy*.

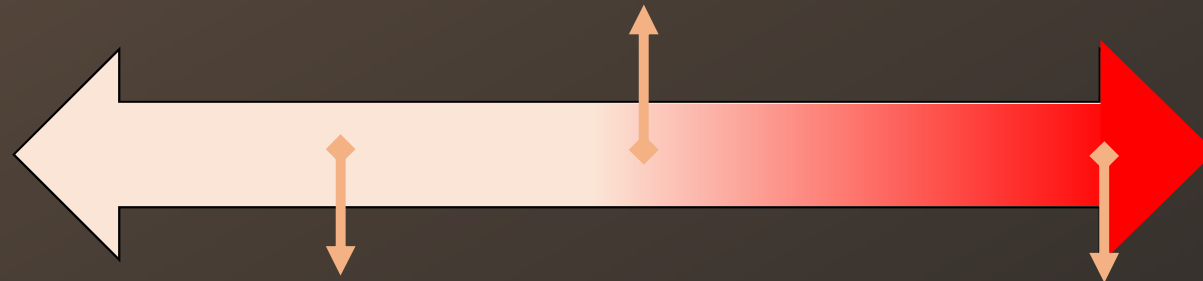
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Deliberate Practice

Zone of “Proximal Development”:

- Reliable performance inconsistent
- Identification of errors, misperceptions
- Setting small process and outcome objectives
- Involves planning, rehearsal, reflection

Edge of Ability



Realm of “Reliable” Performance:

- Processes executed quickly, automatically
- Involves recognition, retrieval, execution

Ambit of Admiration:

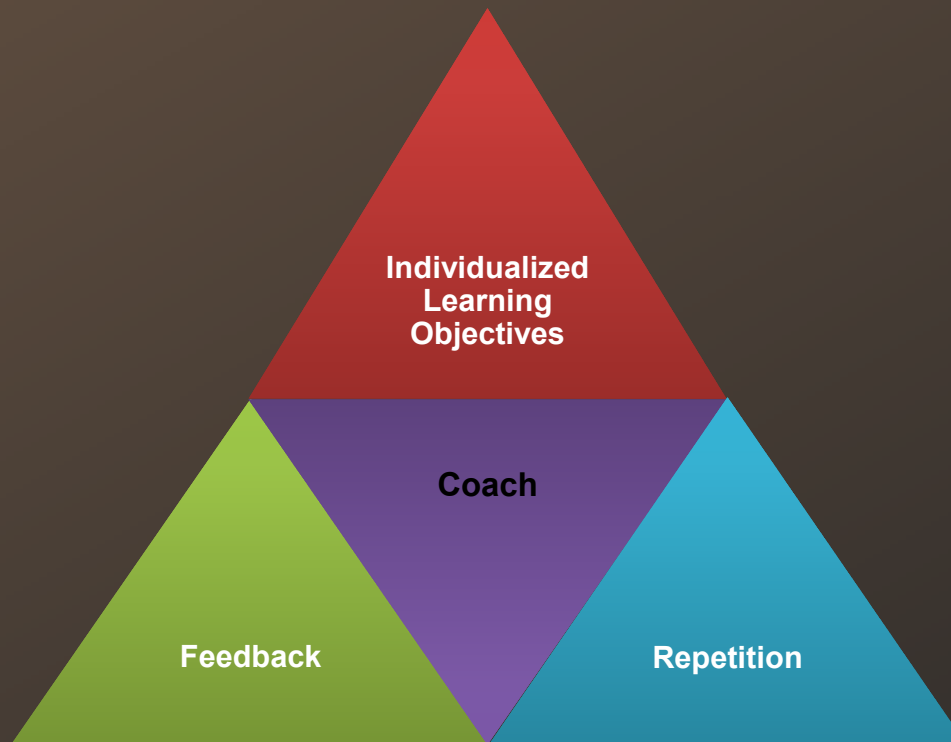
- Abilities of others appear flawless, magical, dramatic
- Effort and attention focused on easily recognized, but non-causal factors and/or processes (superstition)
- Risk of failure and injury high



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Deliberate Practice

The Building Blocks



Miller, S.D., Hubble, M.A., & Chow, D. (2017). Professional Development: From Oxymoron to Reality. In T. Rousmaniere et al. (eds). *Cycle of Excellence* (pp. 23-47). Hoboken, N.J.: Wiley.

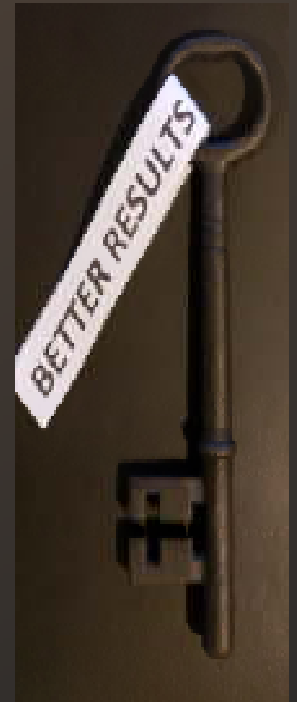
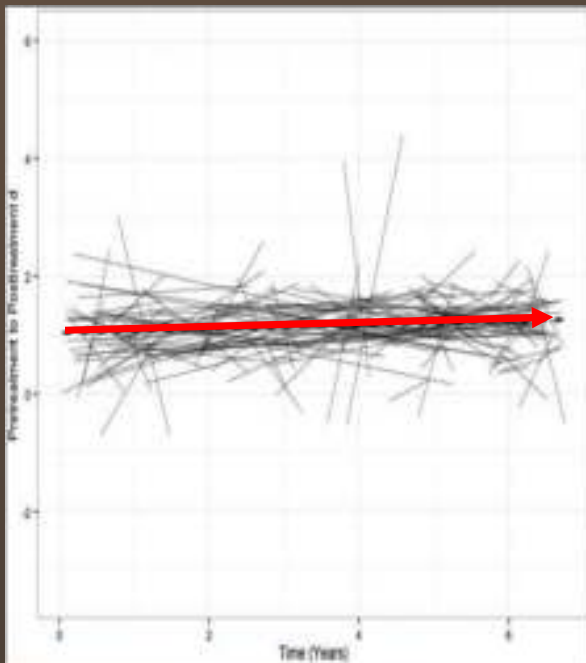
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Results

The only study to date documenting individual therapist improvement:

- 153 therapists;
- 5000+ clients.

Outcomes improved year after year.



Goldberg, S. et al. (2016). Creating a climate for therapist improvement. *Psychotherapy*, 53, 367-375.

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Thank you!

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Better Results
through
Deliberate Practice



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