



TEAM-CBT MASTERCLASS


# TEAM-CBT for Career Counselling

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Level 4 TEAM-CBT Therapist and Trainer

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## About me

- Located in Swift Current, SK, Canada
- In private practice since 2016
- TEAM-CBT since 2020
- Married for 25 years
- Have 3 teenagers
- Love working with clients with anxiety, trauma, and parenting challenges
- Practice science-informed perspective
- Hobby: gardening, reading and writing



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## MASTERCLASS AGENDA

TEAM-CBT Framework

**T - TESTING**

**E - EMPATHY**

**A - AGENDA  
SETTING/ASSESSMENT  
OF RESISTANCE**

**M - METHODS**

**DEMO**



BMS AND ADDITIONAL TESTING OPTIONS

VALIDATION OF EMOTIONS AND THE FIVE SECRETS

GOALS SETTING, IDENTIFYING VALUES AND POTENTIAL RESISTANCE

DOUBLE STANDARD, SURVEY, REATTRIBUTION, EXPERIMENTAL, DECISION-MAKING, TIME PROJECTION

BRINGING METHODS TO LIFE WITH A PRACTICAL DEMONSTRATION

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## T-TESTING

TEAM-CBT FRAMEWORK

### 1 - BMS

PURCHASE HERE:  
<https://feelinggood.com/shop/>

### 2 - MBTI (Myers-Briggs Type Indicator)

TAKE A FREE TEST HERE:  
[www.16personalities.com/](http://www.16personalities.com/)



### 3 - Career Interest and Personality Tests

TAKE FREE TESTS HERE:  
<https://www.truity.com/view/tests/personality-career>

### 4 - O\*NET Interest Profiler

TAKE A FREE TEST HERE:  
<https://www.mynextmove.org/explore/ip>

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# Brief Mood Survey

## BEFORE AND AFTER SESSION MOOD SURVEY

IDENTIFY EMOTIONS AND SUPPORTS in relation to choosing an occupational path.

<https://feelinggood.com/shop/>

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Following surveys BEFORE and AFTER the session

	Before Session					After Session				
How much do you...?	0—Not at all	1—Somewhat	2—Moderately	3—A lot	4—Extremely	0—Not at all	1—Somewhat	2—Moderately	3—A lot	4—Extremely
How do you feel now?		✓					✓			
Stressfulness	✓					✓				
Quality of life			✓			✓				
<b>Total</b>	<b>→ 6</b>					<b>→ 3</b>				
How often do you...?										
Feel nervous?	✓					✓				
Feel stressed?	✓					✓				
Feel overwhelmed?	✓					✓				
<b>Total</b>	<b>→ 0</b>					<b>→ 0</b>				
How do you...?				✓			✓			
Feel confident?	✓					✓				
Feel motivated?		✓				✓				
Feel energized?			✓			✓				
Feel focused?				✓		✓				
<b>Total</b>	<b>→ 9</b>					<b>→ 2</b>				
How do you...?		✓					✓			
Feel calm?	✓					✓				
Feel relaxed?	✓					✓				
<b>Total</b>	<b>→ 2</b>					<b>→ 2</b>				

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# MBTI (Myers-Briggs Type Indicator)

## 16 PERSONALITIES SURVEY

- Identifies how you process information, make decisions, and interact with others.
- Helps determine if you thrive in structured environments, creative roles, leadership, or independent work.
- Provides insights into work style, strengths, and weaknesses

[www.16personalities.com/](http://www.16personalities.com/)

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# Career Interest and Personality Tests

## SERIES OF FOUR PERSONALITY AND CAREER TESTS

- Find out which careers will maximize your potential and take advantage of your natural talents, and understand your core values so you can choose a career that will keep you motivated and satisfied.
- Discover your four-letter personality type, and how your type plays out at work
- Uncover your top interest area and what that means for you.

<https://www.truity.com/view/tests/personality-career>



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# O\*NET Interest Profiler

## FIND YOUR MATCH

- Matches your interests to different career paths
- Based on the RIASEC model (Realistic, Investigative, Artistic, Social, Enterprising, Conventional)
- Provides a list of careers that align with your interests

<https://www.mynextmove.org/explore/ip>

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## E - EMPATHY

### The Five Secrets of Effective Communication

Convey an attitude of respect, even if you feel frustrated or angry with the other person. Find something genuinely positive to say to the other person, even in the heat of battle.



5 - Stroking

Express your own ideas and feelings in a direct, tactful manner without pointing fingers.



4 - "I Feel" Statements

Ask gentle, probing questions to learn more about what the other person is thinking and feeling.



3 - Inquiry

Put yourself in the other person's shoes and try to see the world through his or her eyes.



2 - Thought/Feeling Empathy

Find some truth in what the other person is saying, even if it seems totally unreasonable or unfair.



1 - Disarming

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## E - EMPATHY - EXAMPLE

I should know by now what career path to choose. What if I choose something I will regret later?

The fact that you care about this decision means you're already on the right track. Your desire to make a thoughtful, intentional choice shows how much you care about your future. That's an incredible strength.



5 - Stroking

I feel a lot of admiration about your dedication to wanting to make the right choice and taking the time to process your thoughts and ideas with me. I am also excited and honoured to be a part of this journey.



4 - "I Feel" Statements

Am I getting you right?

I wonder if this pressure to know right now coming from the inside or the outside voices—maybe yourself or society, or even people around you?



3 - Inquiry

I am sensing some pressure and overwhelm when you say you should know by now and possible fear of making the wrong choice. I can imagine that might feel really heavy and even frustrating.



2 - Thought/Feeling Empathy

It makes sense that you feel this way. Society often makes it seem like we should have everything figured out early on when choosing a career is a pretty big decision.



1 - Disarming

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## A - AGENDA SETTING/ASSESSMENT OF RESISTANCE

TEAM-CBT Framework



### 1 - INVITATION

Determine if the client is ready to shift to the active work.

- Is now a good time to shift and get to work through your feelings and decision making,
- or would you need to add any other important details, or even something else before we get to the active work?



### 2 - SPECIFICITY/DML

Narrow down the problem the client would like to work on and when this is the problem for them?

- It's great to hear that you are ready to shift and do some active work together.
- Could you think of one specific moment when you struggled with the pressure of making the career choice recently?
- Where you were, who you were with and what time of the day that was?



### 3 - CONCEPTUALIZATION

Identify what type of the problem the client wants help with.

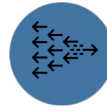
- Individual Mood Problem
- Relational Problem
- Habit/Addiction Problem
- No Problem



### 4 - PROCESS RESISTANCE

Inquire if the client would be willing to put in the work.

- *Carrot*: I'd love to work together and help you with your career choice. I have great tools to share with you.
- *GU*: To get the most benefit from our work together, I will ask you to complete some homework that may include community survey and experimnting.
- *Inquiry*: What are your thoughts on the active work?
- *Fallback Position and Empathy*



### 5 - OUTCOME RESISTANCE

Assess if the client would be willing to explore the reasons not to change.

1. Miracle Cure Question
2. Magic Button
3. Positive Reframing
4. Pivot Question
5. Magic Dial

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## Miracle Cure Question

STEP THAT MAY PROVIDE THE INSIGHT ABOUT WHY THE CLIENT IS STUCK. IT MAY ALSO NARROW DOWN THE TARGET IN THERAPY.

Imagine you wake up tomorrow, and overnight, a miracle has happened—you have the perfect job that completely fulfills you. Even if you don't know the details yet, ask yourself:

- What does your day look like?
- How many hours are you working?
- What do you want your work to contribute to your life? (e.g., security, purpose, creativity, autonomy, social impact)
- What kind of lifestyle do you want outside of work?
- Who are you working with?
- How do you feel at the end of the day?

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## Magic Button

**THIS STEP ALLOWS TO ANTICIPATE IN ADVANCE ANY RESISTANCE THE THERAPIST MAY ENCOUNTER WHEN TRYING TO HELP THE CLIENT.**

- Imagine there is a Magic Button right here on the desk, and if you push it, you'll be instantly cured from any pressure, heaviness, indecision and self-doubt, with no effort on your part, and you would walk out of today's session in a state of confidence, clarity and knowing what you need to do in life, will you push the button?
- Why? or Why not?

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## Positive Reframing

**THIS STEP ALLOWS TO UNCOVER HOW THE SYMPTOMS REFLECT SOMETHING POSITIVE AND VALUABLE ABOUT THE CLIENT.**

Our negative thoughts and feelings are often a reflection of something good in us or the reflection of our standards and values, and I am wondering if you would like to look into these with me?

Let's look at the emotion of frustration/overwhelm for a moment and ask yourself:

- Is there a chance feeling frustrated/overwhelmed is somewhat appropriate for your circumstance when the society is putting the pressure on you to make a life changing decision when you are still a teenager?
- How is it appropriate?
- What is good in feeling overwhelm/frustration in your situation?
- How does feeling overwhelmed/frustrated points to the values that matter to you?

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## Pivot Question

**THE STEP OF MELTING THE CLIENT'S RESISTANCE BY HIGHLIGHTING THE BENEFITS OF THEIR SYMPTOMS AND USING PARADOXICAL INQUIRY TO REVEAL THE IRRATIONALITY OF CHANGE, RATHER THAN PERSUADING THEM.**

Given all the great things your negative feelings reflect about you, and the way they point to the values that are important to you, why would you want to give them up? By letting the feelings go, you might have to let your values and standards go too. I don't know if I would do you much favour by helping you get rid of all of these things completely. What are your thoughts on letting them all go?

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## Magic Dial

**THIS STEP HELPS REDUCE OUTCOME RESISTANCE BY ALLOWING CLIENTS TO ADJUST, RATHER THAN ELIMINATE, NEGATIVE EMOTIONS—PRESERVING THEIR BENEFITS WHILE SETTING A REALISTIC AND NON-THREATENING THERAPY GOAL.**

You've identified great benefits in your emotions and important personal values, but also strong reasons for wanting relief. What if you could have both—keeping the benefits while reducing the suffering? Instead of eliminating these feelings, imagine a magic dial that lets you adjust them to an optimal, helpful level.

For example, if your frustration is at 80%, would 40% still motivate you? How much anxiety or overwhelm would be just enough to take action without feeling stuck?

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## M-METHODS

I should know by now what career path to choose. What if I choose something I will regret later?



**1 - Double Standard** \_\_\_\_\_

Helpful for generating self-compassion during the moments of anxiety, fear and overwhelm.



**2 - Reattribution** \_\_\_\_\_

Helps to recognize the transferable skills by reframing everyday accomplishments, hobbies, and past successes as valuable strengths .



**3 - Survey Friends** \_\_\_\_\_

Helps to gain insight into strengths and potential career paths by gathering feedback from trusted friends, family, or mentors who see them from an outside perspective.



**4 - Survey Professionals** \_\_\_\_\_

Helps to gain real-world career insights by interviewing some professionals about details of their job.



**5 - Experimental** \_\_\_\_\_

Helps to overcome career uncertainty by testing job options through short-term experiences to gain real-world insights before making a decision.



**6 - Decision Making Form** \_\_\_\_\_

Helps to clarify career choices by comparing two options at a time, weighing pros and cons to systematically eliminate less suitable paths.



**7 - Time Projection** \_\_\_\_\_

Helps to evaluate career choices by imagining a future self, assessing whether a chosen path aligns with one's long-term goals and desired lifestyle.

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## 1 - Double Standard

**COMPASSION-BASED TECHNIQUE THAT IS HELPFUL FOR GENERATING SELF-COMPASSION DURING THE MOMENTS OF ANXIETY, FEAR AND OVERWHELM.**

1. Invitation: "Would you be open to doing a role play to gain some self-compassion?"
2. Description: "It's called the Double Standard technique. I am going to play the role of a friend of yours, but not just a friend, I'm a clone of yours because I'm exactly like you. I am the same as you in every way.... (same sex, same family background, same age, etc), and I'm in the same situation as you are in."
3. Ask the client to give you a random name.
4. Introduce the situation including a negative thought: I am also in grade 12 and feel a lot of pressure deciding what career path to choose. Do you think I should know and be clear by now?
5. Clarify: Do you really believe that? Why do you think that way? Is that true or are you just trying to make me feel better?

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## 2 - Reattribution

**A TRUTH BASED TECHNIQUE THAT HELPS TO RECOGNIZE THE TRANSFERABLE SKILLS BY REFRAMING EVERYDAY ACCOMPLISHMENTS, HOBBIES, AND PAST SUCCESSES AS VALUABLE STRENGTHS.**

1. List Accomplishments – Write down past achievements, even small ones (e.g., learning to ride a bike, excelling in a subject, hobbies).
2. Identify Strengths – Ask: What do I do effortlessly that others struggle with?
3. Review Hobbies & Interests – What activities bring enjoyment and engagement?
4. Recognize Patterns – Look for common skills across different experiences.
5. Reframe Skills as Transferable – Connect these abilities to career opportunities.

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## 3 - Survey Friends

**TRUTH-BASED TECHNIQUE THAT HELPS TO GAIN INSIGHT INTO STRENGTHS AND POTENTIAL CAREER PATHS BY GATHERING FEEDBACK FROM TRUSTED FRIENDS, FAMILY, OR MENTORS WHO SEE US FROM AN OUTSIDE PERSPECTIVE.**

1. Choose 5-10 People – Select friends, family, or mentors who know you well.
2. Ask Insightful Questions – Create questions that would be helpful for the client to ask. Examples: What are my strengths? When have you seen me at my best? What career or business would you suggest for me?
3. Look for Patterns – Identify common themes in their feedback.
4. Reflect on Insights – Compare responses with your own self-perception.
5. Apply Findings – Use this input to explore career paths aligned with your strengths.

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## 4 -Survey Professionals

**TRUTH-BASED TECHNIQUE THAT HELPS TO GAIN REAL-WORLD CAREER INSIGHTS BY INTERVIEWING SOME PROFESSIONALS ABOUT THEIR JOB RESPONSIBILITIES, INDUSTRY TRENDS, REQUIRED SKILLS, AND CAREER GROWTH OPPORTUNITIES.**

1. Identify 3-5 Professionals – Choose people in careers you’re considering.
2. Prepare Questions – Ask about job roles, challenges, required skills, everyday tasks, career paths, and industry trends.
3. Conduct Interviews – Schedule a meeting, call, or email them your questions.
4. Gather Insights – Take notes on job stability, work-life balance, and growth opportunities.
5. Analyze Fit – Compare responses to your interests, values, and career goals.

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## 5 - Experimental

**TRUTH-BASED TECHNIQUE THAT HELPS TO OVERCOME CAREER UNCERTAINTY BY TESTING JOB OPTIONS THROUGH SHORT-TERM EXPERIENCES TO GAIN REAL-WORLD INSIGHTS BEFORE MAKING A DECISION.**

1. Choose 3-5 Careers – Select fields you’re curious about.
2. Test Each One for a Week – Try short-term volunteering, online simulations, or job shadowing.
3. Observe & Take Notes – Pay attention to job tasks, challenges, and what excites you.
4. Reflect on the Experience – Ask: Which career felt natural? Which aligns with my values?
5. Make a Decision – Identify the best fit and take the next step toward it.

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## 6 - Decision Making Form

**MOTIVATIONAL TECHNIQUE THAT HELPS TO CLARIFY CAREER CHOICES BY COMPARING TWO OPTIONS AT A TIME, WEIGHING PROS AND CONS TO SYSTEMATICALLY ELIMINATE LESS SUITABLE PATHS.**

1. Choose Two Career Options – Compare only two at a time.
2. List Pros & Cons – Write out the benefits and drawbacks of each.
3. Weigh Pros vs. Pros – Compare the advantages of A against B.
4. Weigh Cons vs. Cons – Determine which drawbacks are more significant.
5. Apply the Formula – Define which option is a win, if you are still on the fence, or which one is a clear negative.
6. Eliminate & Repeat – Narrow down choices until the best option remains.

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## 7 - Time Projection

**VISUAL IMAGING TECHNIQUE THAT HELPS TO EVALUATE CAREER CHOICES BY IMAGINING A FUTURE SELF, ASSESSING WHETHER A CHOSEN PATH ALIGNS WITH ONE'S LONG-TERM GOALS AND DESIRED LIFESTYLE.**

1. Visualize Your Future – Picture your life in five years if you choose this career.
2. Assess Alignment – Does this path match your values, lifestyle, and goals?
3. Check Your Feelings – Do you feel peace, excitement, or hesitation?
4. Encourage Your Present Self – What advice would your future self give you today?
5. Compare Paths – Repeat for another career option and see which feels right.

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