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**FILIPINO COUNSELORS’
PERSONAL GUIDING THEORY OF COUNSELING**

A Thesis
Presented to
the College of Graduate Studies and Teacher Education Research
Philippine Normal University, Manila

In Partial Fulfillment of the Requirements
for the degree of
Master of Arts in Education with specialization in Guidance and Counseling

Jigo A. Salguero
April 2020

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ABSTRACT

Personal guiding theory of counseling is the counselor's foundational philosophy of how people grow, change and develop that assist counselor in their counseling practice (Barth, 2015). This qualitative research study through a case study method aimed to explore the Filipino counselors' personal guiding theory of counseling. A total of 10 counselor participants from different schools and universities from Metro Manila were recruited through a purposive sampling technique to determine what personal guiding theory of counseling do Filipino counselors hold and how it is manifested to their practice in the (1) choice and use of counseling approaches and techniques, (2) counselor-client relationship and (3) counseling plan. The data gathered from the participants were carefully transcribed, analyzed and interpreted. The results showed that counselor-participants still anchored their personal guiding theory of counseling on a Western perspective that centers on the belief that individuals can learn and are capable of solving their difficulties and make good decisions in life, are good, are unique, and are driven by their needs. The counselor-participants' personal guiding theory of counseling assisted them to choose and use counseling approaches and techniques, establish relationship with clients and create a counseling plan. Implications and recommendations in theory, training, and practice in the counseling profession were given and discussed.

Keywords: personal guiding theory of counseling, Filipino counselors, counseling approaches, counseling techniques, counselor-client relationship, counseling plan, case study

CHAPTER 1

THE PROBLEM AND LITERATURE REVIEW

Background of the Study

Counseling which started during the early days of the 20th century (Bain, 2012), has been a part of human services that reach out all individuals, groups, couples, family and other societal groups across ages, cultural backgrounds and races who experience developmental, situational and short to long term day to day problems. In fact, counselors help people who experience personal pain in their lives through counseling. In the practice of counseling, a guiding principle is needed. It provides the practitioner a clear vision of the client with difficulties (Villar, 1997). Counselors hold this guiding principle to do once work that may influence their choice and use of counseling approaches and techniques, their relationship with the clients and their creation of counseling plan. Thus, a guiding principle is necessary for the selection of a theoretical approach in counseling.

One of the challenges faced by counselors in the counseling profession is the recognition of a theoretical approach (Spruill & Benshoff, 2000). One's recognition of a theoretical approach is influenced by certain counselor's belief about human individual. Burwell-Pender (2009) highlighted that recognition of one's personal philosophy about human is necessary for the recognition of a guiding therapeutic approach. Hence, beginning counselors in the field already hold their basic assumption about human individual that has been developed through their experiences, education and training. Aswhat Salazar-Clemeña (1993) argued, counselors in training should acquire their own philosophy of

counseling. For this instance, a guiding principle in counseling is necessary for the counselor's professional work.

Personal guiding theory of counseling is the counselor's foundational philosophy of how people grow, change and develop, which guides the therapeutic relationship with the clients (Barth, 2015). Counselors who have a personal guiding theory of counseling can determine his own philosophy and belief that may be related and integrated to the array of counseling therapeutic approaches available in the current time, which in turn can benefit more clients in the counseling process. Personal Guiding Theory of Counseling was used in study of Barth (2015) with the same meaning as theoretical orientation, personal counseling theory and personal style of counseling. Research studies about personal counseling theory, personal style of counseling and theoretical orientation among counselors were conducted. Mobley and Gazda (2006) stated that personal counseling theory usually starts to emerge by upholding existential and basic person-centered application, and then by choosing the problem-solving approaches and become expert in applying those processes. Personal style of counseling may be highly-demanding to develop, but it provides the counselor a solid foundation in counseling the clients (Thompson, 1995). It is for this reason why a counselor should be aware of such and review oneself through self-reflection which includes new experiences and encounters considering their years of counseling experience. Additionally, Skovholt and Ronnestad put forth that theoretical orientation is a developmental process that entails discipline, time and training. It also helps the counselor in assisting and determining how difficulties of clients emerge

and how these difficulties are resolved and treated. It could be distinguished that a personal guiding theory of counseling is an important aspect of counselor's professional practice.

Counselor participants of Robiso (1995) believed that it is necessary for the counselors to have their own definite philosophy in counseling. However, one of the challenges experienced by the counselors, most especially the novice would be the identification of their own personal guiding theory of counseling. In the study made by Barth (2015), the identification is a complicated process for the counselors to know their personal guiding theory of counseling. Even so, exposure to the different and various counseling theories, counselor education and training, personal and professional experience would help individual develop their own belief that will echo on how that individual views human being and the world. Counselor's belief is being shaped by these contributing factors verified by firsthand experiences and observations (Tolentino, 2010).

Apart from having an understanding about the factors that contribute to the formation of a personal guiding theory of counseling, the process includes aligning the belief with the principles of an identified theory or theories (Bart, 2015). Personal philosophy is reflected in a counselor's theoretical approach (Fear & Woolfe, 1999). Counselors must weave their own guiding approach into the selection and utilization of a specific theoretical orientation for them to deal effectively with clients, while being careful not allow it to negatively impact on the therapeutic relationship. Thus, according to Corey (2013), counselors do not impose their own belief and values, rather they seek to understand the individual through their own lenses and use their philosophical belief and

assumption as a guiding approach. Moreover, Strupp (1980) asserted that the beliefs of the therapists may play a role in enhancing theoretical orientation selection by acknowledging these with respect to clinical practices and outcomes. Given that the counselor's various philosophical beliefs exert an influence on client conceptualization (Hersch, 2001), personal identification of philosophical belief is necessary for theory selection (Strupp, 1980). With the Philippine sphere, Filipino counselors hold a belief that having a philosophy has impact in guiding their counseling practice (Salazar-Clemeña, 1993; Villar, 1997).

In the Philippines, despite the pressing need for the philosophy to be socio-civic response, the guidance and counseling movement is still in its adolescent stage (Lagon, 2016). It only started in 1932 when Dr. Sinforoso Padilla established a Psychological Clinic at the University of the Philippines to help individuals who had emotional, discipline, academic and vocational problems. After 13 years, the first guidance institute which was open, wherein the Bureau of Public Schools sent teachers to observe and study guidance services abroad. In 1951, six years after the guidance institute was open, the congress proposed an establishment of functional guidance and counseling program in schools. Consequently, the Philippine Association of Guidance Counselors was founded in 1953. According to Lagon (2016), there seemed to have a periodic growth in the development of guidance and counseling in the Philippines with the birth of the Psychological Association of the Philippines and the Philippine Guidance and Counseling Association in the 1970s. Then, the establishment of the Philippine Association of Counselor Education, Research

(PACER), and Supervision and the Career Development Association of the Philippines (CDAP) took place. Counseling may have been progressively developed year after another (Salazar-Clemeña, 1993), but it could be noted that it is in its slow pace. In line with this, there are counselors who do not have enough training and lack the competencies to practice the profession including the choice and use of approaches and techniques in counseling especially its relation to Filipino context and realities. Lagon (2016) emphasized that at this current time, Filipino counselors and psychologists consciously try to utilize and fit in the Western approaches to suit the Filipino psyche. This is true more importantly that most of the theories in counseling used and studied here in the Philippines were created and established based on the experiences and knowledge of the Western countries. Even so, as indicated by Tuason, Galang, Catipon, Trivino-Dey, & Arellano-Crandang (2012), the progress of counseling is moving toward the development and creation of indigenous instruments, assessments, constructs, and theories, with the focus on the difference of the counseling models of the West within the context of Philippine culture. In addition, there has been an emergence of movement with the goal of developing indigenous psychological concepts and methods spearheaded by Virgilio Enriquez (Salazar-Clemeña, 2013) whose life dedicates into the exploration of Filipino psyche. Additionally, some if not all the programmed activities of the Philippine Association for Counselor Education and Supervision (PACERS) leads to indigenous counseling techniques (Salazar-Clemeña, 2013). This present study revisited the counseling practices among the Filipino school counselors and their experiences in counseling students.

One thing essential to consider in counseling is the choice and use of counseling approaches and techniques. The use of counseling plan or intervention and the establishment of relationship will be based on the counseling approach chosen and utilized by the counselor. Every theoretical approach currently practiced now is grounded on certain principles about human nature, how maladjustment in behavior occurs, what healthy and unhealthy functioning is, and how people change and overcome their difficulties. With this case in mind, it is important for the practicing counselors to know and develop their personal guiding theory of counseling to be able to achieve success in helping their clients with their needs through selection and utilization of counseling theories. There are forces in Counseling and Psychotherapy which guides counselors in their practice of counseling. These forces in Counseling and Psychotherapy were accentuated by Rattsand Pedersen (2014) into five major theoretical forces namely: psychodynamic-analytic, cognitive-behavioral, existential-humanistic, multicultural and social justice counseling orientations. Local literature showed that Filipino counselors are inclined to use Western approaches due to their exposure to these perspectives (Salazar-Clemeña, 1993; Tolentino, 2010; Villar, 1997).

The use of theories brings positive impacts on the counselors and clients usually by setting the purpose of the session (Mohamad & Mohamad, 2013). The theories provide the counselors to have a goal and direction to detect the problem of the clients. According to Salazar-Clemeña (1993), this pattern of thinking allows the counselors to focus on what they are working out in counseling and to have a philosophy that guides the practice of

counseling. It was discussed by Spruill and Benshoff (2000) that personal theory of counseling is necessary for training and development of counselors that offers a basis for informed and effective counseling practice. Personal Guiding theory of counseling of counselors was recently termed by Barth (2015) and limited study was conducted amidst of the indications that verify its considerable impact on practice (Tolentino, 2010). In addition, very few local studies are done to explore and to further investigate the counselor development and the use of theory to practice. Most of the initial local studies (Salazar-Clemeña, 1993; Tolentino, 2010; Villar, 1997) which analyzed the use of theory among counselors were created more than 8-25 years ago. There were also developments that were noted in the Guidance and Counseling specifically the enactment of the Guidance and Counseling Law in 2004 (Tolentino, 2010). Likewise, there have been changes and an increase in the number of licensed counselors in the Philippines. This is also the reason this research was done to fill in the gaps and further examine the Filipino counselors' use of theory to practice. With this appropriate background in mind, the present study explored the Filipino Counselor's Personal Guiding theory of counseling and how this is manifested in the choice and use of counseling approaches and techniques, counseling-client relationship and counseling plan.

The present study is interested in identifying the Personal Guiding Theory of Counseling of Filipino Counselors. The researcher would like to understand how Personal Guiding Theory of Counseling affects the Filipino counselors' choice and use of counseling approaches and techniques. This paper also looked at how Personal Guiding Theory of Counseling is exhibited in the counselor-client relationship. Furthermore, it is in

the intent of the researcher to see how Personal Guiding Theory of Counseling evident in the creation of the counselling plans of clients. Overall, the researcher would like to see how Filipino Counselors manifested theory into their practice as counselors. With the following research objectives given, this research ensured the safety and protection of the participants and the research locale of the researcher.

Literature Review

Personal Guiding Theory of Counseling

Every counselor is unique and different from one another. It may be because of hevarious experiences, including training and education that have made contribution to their practice especially with the development of their personal guiding theory of counseling. Barth (2015) defined personal guiding theory of counseling with the same meaning as personal style of counseling, theoretical orientation and personal theory of counseling. Some of the beginning counselors (Spruill & Benshoff, 2000) and master's students in counselor training (Burwell-Pender, 2009) have difficulty in finding their own guiding theory. Villar (1997) said that counseling practitioners tend to adopt a counseling approach or technique based on any sound philosophy that can be incorporated or any belief that may work. Hence, building a personal guiding theory of counseling is needed for a counselor's practice of counseling (Barth, 2015; Burwell-Pender, 2009; Cooper, 2015; Petko, Kendric & Young, 2016; Spruill & Benshoff, 2000)

Barth (2015) highlighted that having a personal guiding theory of counseling as the foundation of counselor's practice of counseling is necessary. His study revealed that the counselors build their personal guiding theory of counseling through different core components which includes philosophy, belief and faith system, learnt theoretical approaches, and specific techniques they used with their clients. In addition, personal and professional factors also contributed to the development of personal guiding theory of counseling of the counselors.

Spruill and Benshoff (2000) emphasized that beginning counselors should have a personal theory of counseling. They presented a framework for strengthening the development of a personal counseling theory by incorporating life experiences and counselor developmental stages with theory building approaches. There are three phases of the framework namely: personal beliefs (first phase) includes gaining awareness of themselves about their personal values, beliefs and purpose of becoming a helping professional; counseling theories (second phase) wherein students study and utilize the different counseling approaches and integrate with their "self" knowledge; and personal theory of counseling (third phase) that involves practice sessions with clients and actual counseling sessions wherein they have the opportunity to "try" out different approaches, strategies and techniques.

On the one hand, previous study showed that masters-level counseling students chose their theoretical orientation based on their personal-value system and the admiration

of the techniques enclosed in a specific approach (Petko, Kendrick & Young, 2016). It is vital for the master's counseling students to begin acknowledging what they believe in order to establish a guiding framework (Burwell-Pender, 2009).

Cooper (2015) explored four counseling approaches as these approaches relate to a personal counseling theory. According to her, each theory varies in its approach, treatment, and each contains limitations. Her study included a case study where the names of persons were changed to maintain confidentiality. The theory was reflected in a possible clinical setting to further explain the various application strategies. Seligman and Reichenberg's (2014), *Theories of Counseling and Psychotherapy*, was used in her study to assist in defining the theoretical concepts, systems, and skills. She concluded that there are many approaches and theories that may be appropriate and useful in the various situations. The theories that relate best for her were those that emphasize emotions and sensations (person-centered, and some Gestalt techniques), and those that emphasize actions (solution-focused).

Mobley and Gazda (2016) examined the process of creating a personal counseling theory. In doing this, they selected seven different textbooks on counseling theories from five different publishers to analyze. The counselor training model begins with the refinement of counseling theories into approaches. They explained that all counselors hold a personal theory of counseling, and found out that the journey begins with existentialism to affirm the human condition and then using person-centered practice to connect with the

clients unconditionally and to solve problems using one of the several cognitive behavioral approaches. Those issues that were not obvious require expressive therapy such as Gestalt therapy, or even Freudian psychoanalysis or Jungian analytic work.

There were also local literature which discussed the essentials of a personal guiding theory of counseling and the counselor's use of theory to practice. As mentioned by Tolentino (2015), Filipino school counselors prefer to use combined approaches when applying their personal counseling theory. Hence, comparison of the self-report ratings revealed that a disparity between the school counselors verbalized personal theory and their actual use in counseling exists. This study gathered 10 registered practicing Filipino school counselors to be interviewed and requested to analyze a vignette case analysis. Results showed that the Filipino school counselors valued an explicit theory of counseling. Salazar-Clemeña (1993) explained that Filipino counselors should have a consistent set of personal assumptions, beliefs, and principles concerning human behavior. Consequently, this patterned thinking unfolds a way to everything that they are doing in counseling. This means that the pattern of thinking affects not only the meaning of counseling, but also clears the methods, goals and procedures of the counseling process they want to undertake. In a study made by Robiso (1995), 88% of the Filipino counselor's respondents believed that definite philosophy is important. The most popular philosophy stated by these respondents pertained to human being as unique, different and capable of changing their own behavior. These were able to assist the counselor to better understand the individual with the problem. Furthermore, the counselor anchored its techniques to be utilized for the client based on the approach he or she was inclined to. Most of his respondents stated their

philosophy in terms of what counseling should be which includes: helping a person see what he could not see and know more about himself; a means to help/guide person to personally decide for himself /herself to become a full being; a process of continuous management of opportunities; and a help to enable the counselee to find solutions to his/her problem. Villar (1997) noted that there may be several reasons why not much energy is spent on examining the content of one's philosophy in counseling. This includes that (1) whenever a new approach is introduced, less time is spent in discussing it underlying philosophy and (2) there is a lack of distinction between the words approach and technique.

However, most of the studies reviewed were quantitative and descriptive in approach (Mobley & Gazda, 2016; Robiso, 1995; Tolentino, 2010) and most of the initial studies conducted focused only on the development of a guiding theory and one study initiated to introduce personal guiding theory of counseling to reflect counselor's philosophy of counseling (Barth, 2015; Burwell-Pender, 2009). Limited local studies were conducted to explore the significance and use of theory to practice among Filipino Counselors (Robiso, 1995; Salazar-Clemeña, 1993; Tolentino, 2010; Villar, 1997). These are the reasons this present study attempted to look into the personal guiding theory of counseling of Filipino counselors through a qualitative in-depth approach.

Counseling Approaches and Techniques

Counselors who are bounded by any theoretical origin are given an opportunity to reach out to people who have problems. For this reason, they should be well-trained, thereby entwining belief and values into their own unique analytical approach and theory.

Through research and practice of counseling, different approaches have been developed to alleviate personal wounds. There are major theoretical paradigms which are considered as five forces in counseling and psychotherapy. The five forces include psychodynamic, humanistic-existential, cognitive-behavioral or action-oriented, multiculturalism, and social justice (Ratts & Pedersen, 2014).

In like manner, Psychodynamic approach includes Sigmund Freud's psychoanalytic theory and Alfred Adler's theory. These approaches delineate that childhood experiences matter and that we could gain something out of those experiences. Pappaliparambil (2001) defined psychodynamic as a way in which the psyche is seen as active, and not static. He then explained that in psychodynamic, the activity takes place within the psyche, in relation to self. Marta (2015) supports that the counselors who subscribed to this approach assist the clients to gain understanding and insight into aspects of the self, which is previously unknown. Freud developed the first therapy that was used in therapeutic relationship. In his Psychoanalytic theory, unconscious forces drive behavior. In its therapy, the focus of the counselor is given to analyze the past relationship and childhood experiences with relation to the individual's current life. It believes that healing occurs by revealing the unconscious issues to the surface. According to Mcleod (2007), it is only by having a cathartic experience can the person be helped and "cured". In addition, the clients attempted to get answers with their unconscious conflict within themselves and build a more satisfactory ways of dealing with their concerns. Counseling techniques used in this therapy include maintaining analytic framework, free association interpretation, dream analysis and analysis and interpretation of resistance and

transference. These techniques help client gain awareness of their concerns by bringing out unconscious material; childhood experiences are reconstructed, discussed, interpreted and analyzed. Adlerian theory believes that striving for superiority or success is the force behind an individual's behavior. Its therapy focuses on belonging, social interest, family constellation, meaning and purposeful behavior (Corey, 2013). Although the followers of Adlerian theory do not pay much attention to unconscious dynamics, they explained the present behaviors by studying childhood experience. Its therapy reduces the client's feeling of inferiority and redirecting them toward striving for significance while increasing one's feeling of community (Stein, 1988). Adlerian counseling techniques lie on procedure starting from the establishment of relationship, assessment, insight to purpose and help client make new choices (Corey, 2013). The phases given provide information, teaching, guiding and offering encouragement client. Thus, encouragement is the most powerful method to build the client's confidence to battle with his or her own inferiorities.

Furthermore, local studies explored the utilization and effectiveness of Adlerian approach to counseling. Ugay (1990) examined the changes brought by Adlerian joint parent-child counseling after the counseling process. The study used an idiographic design (n-1) using 10 cases, nine of which are replication studies. The pre-test and post-test treatment of the data was gathered from the following instruments: Child Rearing Practices Scale, Behavior Checklist, CPQ Intelligence, Excitability, Guilt Proneness and Ergic Tension Scales. Over-all the Joint parent-child counseling brought positive changes in the client. In addition, Mattakottil (1986) investigated the therapeutic effectiveness of Lifestyle reframing to over 10 middle class, English-speaking, college-educated Filipinas ranging in

age between 23 to 51 years. Lifestyle Reframing is a generic treatment modality which was designed by the researcher using insights from Milton H. Erickson, Neuro-linguistic Programming, and Individual Psychology of Alfred Adler. It was concluded that (1) Adlerian concepts of life style and its underlying dynamics, and the method for analysis used seemed useful therapeutic aids; (2) Adlerian concepts of life style as the self-consistent unity behind human perception, experience, and activity seemed supported by the findings; (3) post-therapy early recollections manifested qualitative changes suggesting its use as outcome measure; (4) Life Style Reframing was found therapeutically effective; and (5) Life Style Reframing procedures seemed to assist the individual to evoke, alter, modify, chain and reorganize internal processes and responses by means of general, but uniquely personalized process instructions received and responded to by the individuals in an altered state like relaxation.

The second force revolves around the cognitive-behavioral approach (Ratts&Pedersen, 2014). It includes action-oriented therapies such as rational emotive behavior therapy, cognitive therapy, behavior therapy and reality therapy (Corey, 2013). Behaviorism focuses on behavior. Behaviorists believe that behavior can be both learned and unlearned. Typically, it assists an individual to identify and help change potentially unhealthy behaviors and eradicate unwanted behavioral problems. Rational Emotive Behavior Therapy (REBT) was created by Albert Ellis. REBT centers on making irrational beliefs to rational. Ellis believed that people make their own problem based upon the way they interpret events and situations in their life. Thus, this therapy helps individuals reduce irrational beliefs and promotes rational ones (Turner, 2016). Aaron Beck's Cognitive

therapy assists the clients to confront their faulty beliefs. As discussed by Corey (2013), cognitive therapist initiates collaboration with clients in testing the validity of their cognitions through reflective questioning. Behavior therapy covers four areas of development, which aim to assist client create more options for responding by increasing their skills (Corey, 2013). The worldview of behavior therapists revolves on being mechanistic, deterministic and reductionistic which is the reaction to the nature and nurture which controls the people (Pappaliparambil, 2001). The therapeutic techniques utilized in this therapy are empirically supported through studies conducted, where evidence-based practice is highly valued. William Glasser's reality therapy relies on the assumption that an individual's problem is caused by the present unsatisfying relationships or the lack thereof. Framing behavior as a choice, a choice made by client's internal control, leads clients to feel more responsible and in command of their lives (Wubbolding, 2011). Some of the array of behavioral techniques under the therapies given includes reinforcements, relaxation techniques, desensitization, In vivo exposure and flooding, social skill training, disputing irrational beliefs, homework, imagery, role playing, and WDEP system. Unlike the psychoanalytic who helps the clients to gain insights and Adlerian therapy to which encouragement is necessary, behavioral techniques heavily focus on changing the behavior.

Humanistic-existential approach is considered to be the third force of counseling and psychotherapy (Cherry, 2017; Ratts&Pedersen, 2014) and said to be the key figure in revolutionizing the practice of counseling and psychotherapy (Corey, 2013; Pappaliparambil,2001). Humanistic-existential approach centers on the individual's

potential and the importance of growth and the being actualized. Person-centered therapy, existential therapy and gestalt therapy are more relationship oriented and experiential (Corey, 2013; Pappaliparambil, 2001). Humanists place high regard on the individual, with the idea that he or she can grow and make own choices in life. It also highlights individual choices as the key element of humanism (Pappaliparambil, 2001). Carl Rogers believes that people are trustworthy and capable of self-understanding and self-direction. Person Centered therapy helps the clients achieve greater degree of independence and direction. Existentialists believe that people are free; thus, they are responsible with their own choices and actions. Existential therapy helps clients examine, clarify, confront, and reassess their understanding of life, the problems encountered, and the limits imposed in being-in-the-world (Spinelli, 2006). Awareness is the central goal of the therapist for the client in the Gestalt therapy. Fritz Perls stressed a holistic approach of personality theory (Corey, 2013), wherein the goal is to raise clients' awareness regarding how they function in their environment in the here-and-now. Person-centered and existential therapy has no specific techniques rather certain conditions should be met before conducting the therapy. Establishing genuineness, unconditional positive regard and empathy is needed for the person-centered therapy and in existential therapy, priority is given to understand the clients' world using philosophical views about the nature of human existence. Internal dialogue exercise, empty chair, making the rounds, reversal exercise, rehearsal exercise, exaggeration exercise and staying with the feeling are some intervention used in the gestalt therapy (Corey, 2013).

Local and foreign literature recognizes the utilization of techniques under the approaches which belongs to the second and third force of counseling and psychotherapy Tolentino (2015). The qualitative study revealed that the counselors anchored their approach in a more process-oriented approach, specifically Cognitive-Behavioral Therapy or Rational-Emotive Behavior Therapy. Techniques utilized by counselors are more “directive” in nature. This study was a qualitative and descriptive design which utilized a purposive sampling method to gather the participants of the study. The overall finding of the study suggested that there is still a gap that existed between the counselor use of theory and their practice. Musika and Bukaliya’s (2015) study in Zimbabwe Open University investigated the effect of Counseling on Students Learning motivation of Open and Distant Learners. A descriptive survey that utilized questionnaires and interview to gather data from 100 out of 460 students through convenience sampling was used. This study showed that an effective counseling occurs with the establishment of counselor’s characteristics. Counselor characteristics include being emphatic, genuine, respectful, trusting, warmth and give positive regard. Furthermore, Teh, Acosta, Hechanova, Garabiles and Alianan (2014) of Ateneo De Manila University studied the attitude of Psychology Graduate students toward face-to-face and online counseling. A number of 80 Graduate students of Counseling and Clinical psychology were investigated in terms of their attitude toward face-to-face and online counseling. This study included eight distance counseling factors. The study indicated that face-to-face counseling on four factors which includes providing empathy, emotional support, connection and sense of safety and confidentiality. In addition, attitude toward online counseling with face to face counseling was generally

positive. In addition, Pappaliparambil (2001) identify the Filipino counselors' worldviews and their use of religious/spiritual interventions in counseling. The study used a survey method which involved 125 practicing counselor respondents who answered two instruments. The result of the study showed that the Filipino counselors were predominantly humanistic and behavioral, mildly psychodynamic and hardly used religious practices.

The fourth and the fifth force in counseling and psychotherapy dwell with multiculturalism and social justice, respectively. Guidance and Counseling roles were developed to meet the needs of those people who cross culture (Centre for International Mobility CIMO and Institute for Educational Research, 2005). Multiculturalism counseling takes place when the counselor works with client with a background outside of his or her own. Multicultural therapy takes racial and ethnic consideration as well as diversity and potential cultural bias of the therapist (Vasquez, 2010). To be effective with clients with diverse background, the counselor should embody the competencies and skills, such as acknowledging difference and giving of respect, self-reflection, being open minded, and building rapport (Delaware Valley University, 2014). A need to give a focus on social justice awareness and advocacy is necessary to meet the growing needs of the clients (Palmer & Parish, 2008). This therapy seeks to help the clients gain awareness needed for them to be empowered and make positive social change. Multicultural and Social Justice Counseling Competencies (MSJCC) represents emerging multicultural and social justice factors within our global society (Ratts, Singh, Butler, Nassar-McMillan, & McCullough, 2016). MSJCC counselors identify and address client issues on power,

privilege and oppression that impact clients. The framework of MSJCC provides a framework that illustrates major concepts related multiculturalism and social justice competencies (Ratts, Singh, Butler, Nassar-McMillan, & McCullough, 2016). Thus, the counselor assists the clients through skills and competencies they have as multicultural and social justice advocates.

Local literatures described the relevance of multicultural counseling to counselors and meet the client needs. Aguilan (2004) generated an indigenized conceptualization of multicultural counseling and therapy (MCT). The study conducted a Focus Group Discussion among 47 counselors from different regions using an experimental method in a Solomon Four Group design to test the effectiveness of MCT training. It was noted that MCT training helped the participants achieve multicultural counseling knowledge, skills and awareness. It also showed that the counselors before training were not culturally competent and had average counseling competencies and above average counseling-efficacy. Furthermore, Menezes (2008) created a study against the backdrop of multicultural movement in psychology focuses on awareness, knowledge and intervention competencies and how these were reflected a culture-centered counseling. Qualitative and Quantitative data were collected through various data collection which included vignette questionnaires and interviews, fixed response survey and self-rating scale. Results indicated that culture-centered counseling is an approach to counseling where counselors considered social context in their awareness, knowledge and intervention. Awareness cultivate a non-judgmental stand toward client appeared to be the strongest culture centered

competency followed by intervention typified by targeting external circumstances like family and societal obligations which in turn help the clients yet on the knowledge competency, the counselor felt that they do not have enough information about the subject and felt the need for organized knowledge on culture-centered counseling.

Salazar-Clemeña (2013) noted that the counselors had observed that few students visited and voluntarily went to the office for individual counseling. She insinuated that because of this event, Filipino counselors should do ‘outside the counseling office’ indigenous approaches such as the participative research methods suggested by Santiago and Enriquez which includes (1) *pakikisama* (“mixing”), (2) *pakikilahok* “participating”, and (3) *pakikisangkot* “getting involved”. She further explained that Filipino worldview values those that highlight uniqueness, independence, and self-reliance including personal resources to in solving difficulties which are inclined to humanistic and behavioral approaches. In addition, from the survey conducted by Robiso (1995) Directive approach, Non-Directive Approach and Eclectic Approach was known and used by the Filipino counselors from moderate to a great extent. In addition, some of the techniques that were usually used by the participants to a moderate extent includes, but not limited to learning needed skills, changing attitude, selecting environment, emphatic communication, unconditional positive regard, positive reinforcement, and assertive training. The said techniques are usually practiced under the forces of humanism and cognitive-behavioral approach. Hence, some of these techniques are being utilized in combination with the

different theories and approaches (Villar, 1997) that made some Filipino counselors eclectic in nature.

Filipino Psychology and Counseling in the Philippines

The introduction of colonization brought changes in the lifestyles of Asians. According to Rosqueta-Rosales (1989), there have been a lot of attempts to westernize Asia. In the Philippines, a lot of western countries tried to colonize the Philippines but failed to do so. Their influence still lingers and has cultural impact and influence among Filipinos. From Spain's influence on the spiritual aspects of life to American's impact on democratic systems of government and liberation, many uncontrolled forces have acted on the Filipino to make him what he is now (Rosqueta-Rosales, 1989). All have contributed to the Filipino phenotype and the rich diversity in culture and tradition (Tuason&Carandang, 2015). Therefore, ideologies and theories from the western perspective influence Filipinos in general.

These past few years, Filipino Psychology greatly helped toward building the identity of Filipinos. It resulted in a great body of knowledge and information such as theories and concepts appropriate for the Filipinos, which lead to fostering the identity of Filipinos. It was pioneered by Virgilio Gaspar Enriquez, considered to be the Father of Filipino Psychology. According to Yacat (2013), it is the systematic study of psychology based on Filipinos' experiences, thoughts, and cultural orientation. This started with indigenization of translation of theories, method, concepts and ideas to Filipino (indigenization from without) and looking for the indigenous psychology from within the

culture of Filipinos (indigenization from within) (Pe-Pua & Protacion-Marcelino, 2000; Yacat, 2013). According to Yacat (2013), *indigenization from without* is a more popular approach utilized in technology and knowledge transfer which is based on the search of local equivalents for assumed universal psychological concepts or the contextualization of imported method and techniques, and tools and instruments which is for example, the concept of *cultural validation*, or the practice of validating research through replication from multiple cultures. On the other hand, *indigenization from within* formalizes psychological theories, knowledge, methods, and practices of Filipinos developed with the local culture as basis in which Enriquez termed this process as *cultural revalidation* (Yacat, 2013).

It is no secret that throughout the years, the Western theories have been used to examine and study Filipino behavior. This use has brought inaccuracy and false identity to what is the image of Filipino since theories that were made were culturally bound (Pe-Pua&Protacion-Marcelino, 2000). This case is not different from the practice of counseling in the Philippines. Counseling started in two colleges in Manila that gave services, which focused on employment and profession and the establishment of University of the Philippines' first psychological clinic (Salazar-Clemeña, 2002). Even then, practicing counselors were improving themselves toward learning different approaches and techniques in counseling which are mostly westernized. In the study made by Tolentino (2010), seven out of 10 counselors use cognitive-behavioral and rational emotive behavior therapy, which are both directive in nature. Among the approaches chosen were Client-centered, Eclectic, Transactional Analysis, Gestalt, Directive, Behavioral, Adlerian and Reality Therapy- being Eclectic and Non-directive approaches to be the most popular

among the participants (Robiso, 995). The said approaches were few of the concepts practicing counselors learned from the available western books Salazar-Clemeña (1993) and/or other personal or professional factors such graduate education and training (Barth, 2015). It could also be noted that counselors based their use of counseling approaches and techniques to their belief about human individuals which are influence with western ideas as learned through their education and background.

According to Rosqueta-Rosales (1989), some of the basic assumptions that dominate counseling in the West cannot be utilized with many Filipino clients. Therefore, indigenization of the approaches and techniques is needed to be observed because there is indeed a difference between western counseling which premises on personal growth and through individuality while Filipino ethical system focus on social obligations. She said that a holistic self-perception in relation to family and community is what Filipino client tends to have because they feel an ethical responsibility to them. Thus, counselors play an essential role in recognizing and appreciating the client's heritage and choose the counseling intervention he uses. From one culture to another, perceptions of problem, problem helper, and problem solving differ. If counselor failed to recognize these aspects, it could lead to a counseling failure. In addition, she said that the counselor should be able to examine one's cultural identity that can affect his relationship with client and the ability to help culturally different clients. Counseling is a relationship; therefore, counselor needs courage and faith to work with people with different kinds of concerns. Moreover, there are cultural differences among Filipinos in different regions, so it is suggested that

counselor should see clients as human beings first, and then work with them using one's knowledge of multicultural perspective.

According to Gines (1999), many Filipino counselors have inadequate training and utilize counseling strategies which are largely having Western orientation. Thus, according to Salazar-Clemeña (1993), there is a need to create a system of ideas and ideals that will assist Filipino counselors in serving the needs of the Filipino clients. In addition, Filipino counselors should be reminded about one of the principles of guidance, which says, "guidance is cultural based", in which the application on the awareness of Filipino values, belief and orientations of the client are necessary in counselor-client relationship and processing of the client. Furthermore, Salazar-Clemeña (1993) mentioned that Filipino counselors should be culturally relevant and be able to identify counseling strategies suitable for Filipino psyche.

As stated by Mateo and Reyes (2015), majorities of the studies on counselor development focuses on Western cultural contexts that marks a limited research on counselor development in non-Western settings like the Philippines. Their study utilized a grounded-theory approach in which 29 practicing counselors whose age ranged from 24 to 64 years old with one year up to 40 years of experience, were requested to undertake an individual interview and focus group discussions. One of the stages is counseling approach where it was found out that beginning counselors are lacking a well-defined approach to counseling but due to introduction to formal education, counselors were able to align their approach to the theories they were exposed to. They learned the value of using a particular approach or the use of particular counseling skills and started to apply them. As they moved

out of formal study, however, counselors expressed flexibility in their counseling approach. At that time, participants were less conscious of the standards and approaches that they learned in the previous stage. They also began to loosen their adherence to a particular structure. They described the stage with words such as ‘flexible’, ‘fluid’ and ‘eclectic’.

In the book of Gines (1999), an introduction to Lambing, Biro and Haplos, an indigenous counseling approach to anxiety was presented and written by Erwin Hubilla, OSB. It was shared that touch (haplos), humor (biro), and care and concern (lambing) has a total positive effect on the counseling experience of the client. These processes can heal individuals who are struggling with problems and difficulties. Specifically, it was shared to be very effective to ring and bind people together and heal them especially those clients who have separation anxiety to make them feel that they have something to hold on to. Some indigenous therapies were also introduced coming from the different cultural groups in the Philippine that includes *Saldet-Saet (Industry) Therapy*, *Mekeni-Likha Therapy*, and *Maalwan Therapy*. *Saldet-Saet (Industry) Therapy* focus on solving problems related to poverty wherein the client is encouraged to engage in income generating activities to help alleviate his economic situation. On the other hand, *Mekeni-Likha Therapy* helps in minimizing trauma caused by natural disasters especially among children in the form of drama and role playing. Also, *Maalwan Therapy* which focuses on the three traits from the Visayas region which are *malambing*, *mapagmahal*, and *mapagbigay*. These three are effective tools to facilitate human relationship skills by creating an atmosphere of safety and acceptance (Gines, 1999).

Measurement used to identify a Theoretical Approach

Theoretical Orientation Profile Scale–Revised (TOPS–R)

One method to determine one's theoretical orientation is the use of Theoretical Orientation Profile Scale-Revised (TOPS-R). This scale was designed to measure theoretical orientation among the counselors and trainees. As mentioned by Worthington and Dillon (2003), counseling theories are typically categorized into either the three: (1) psychoanalytic/ psychodynamic, (2) cognitive-behavioral, and (3) humanistic/existential domains. This instrument aims at assessing counseling practices of utilization, conceptualization, and identification on the six theoretical approaches including psychoanalytic or psychodynamic, cognitive or behavioral, humanistic or existential, family systems, feminist, and multicultural (Burwell-Pender, 2009). The authors utilized Factor analysis, yielded 6-factor analysis and demonstrated 87.5% of the total variance in the scale with 518 participants gathered in the study. Worthington and Dillon (2003) claimed that the 18-item scaler revealed high reliability and construct validity; therefore, many researchers use it as a method to identify the theoretical orientation of the counselor and the approach they are subscribing to. Previous studies observed the usefulness of Theoretical Orientation Profile Sale-Revised in determining counselor and trainee's theoretical orientation. Demir and Gazioglu (2017) explored the reliability and validity of the Turkish version of the Theoretical Orientation Profile Scale-Revised (TOPS-R) and understand the relative influence of personal and professional variables on the choice of a guiding theoretical orientation among Turkish counselor trainees. It was found out that Turkish counselor trainees' choice of theoretical orientation is associated strongly with professional variables than personality. Likewise, a total of 493 participants (274

practitioners and 219 students) participated in a web-based survey to assess their preference of theoretical orientation using a measure adapted from the Theoretical Orientation Profile Scale-Revised. It also includes assessing personality with the use of HEXACO Personality Inventory. The results showed that personality predict the preference of theoretical orientation with different choice of approach in both samples (Ogunfowora& Drapeu, 2008). In addition, Nero (2016) identified theoretical orientation as the foundation for clinical practice and provideda framework on how the therapist will view the client, the presenting problems and possible interventions. She explored the relationship exists between adult attachment pattern and theoretical orientation among 170 clinical social workers providing psychotherapy among outpatient setting using the following tools; the Experience in Close Relationships Scale (ECR-R), the Theoretical Orientation Profile Scale (TOPS-R), and the Theoretical Evaluation Self-Test (TEST). The results discussed that there is no relationship between attachment pattern and theoretical orientation, indicating that perhaps clinical social workers are not actively engaging the use of self when choosing theoretical orientations.Boswell, Pincus and Castonguay (2009) provided a data on the theoretical orientations of a sample of therapists in-training, and investigated constructsthat may help in predicting the identified theoretical orientation(s). Data gathered from 46 graduate students in four APA accredited clinical and counseling psychology programs. It was found out that a significant main effect for cluster membership and personality was found, and a 2-step cluster analysis was used to create orientation profiles to further explore psychotherapy integration, which produced a 3-cluster solution: (a) humanistic/systems/psychodynamic, (b) psychodynamic, and (c) cognitive–behavioral.

Theoretical Orientation Consistency

It was explained by Burwell-Pender (2009) that theoretical orientation consistency is the extent in which a theoretical approach is being identified, conceptualized and utilized by a master's student. This concept was operationalized by the participants' responses to the Theoretical Orientation Profile Scale-Revised (Worthington & Dillon, 2003) subscales specific to their theory selection at the beginning of the study (Burwell-Pender, 2009). In his study, only the TOPS-R Humanistic or Existential and Cognitive or Behavioral subscales were utilized due to the participating counseling program's requirement that the students selected and identified theoretical orientations from within a limited number of theories, all of which were captured in these two subscales and were consistent with the TOPS-R's categorization. The Humanistic or Existential subscale (Humanistic/Existential) was considered to include person-centered and Adlerian/individual psychology theoretical approaches and these can be seen in Items 4, 5, and 6. The Cognitive or Behavioral (Cognitive/Behavioral) subscale included theoretical approaches listed as cognitive, cognitive behavioral therapy, rational emotive behavior therapy, reality therapy/choice theory, and can be seen in Items 7, 8, and 9.

Theory Confidence Questionnaire

Burwell-Pender (2009) operationally defined Theory confidence as the degree to which a counseling student agrees or disagrees with statements about confidence in alignment between personal beliefs and identified theoretical orientation on the Theory Confidence Questionnaire (TCQ). Review of related literature showed that no instrument was designed to measure the confidence in theoretical orientation of counselors. In this

regard Burwell-Pender (2009) and his adviser designed the Theory Confidence Questionnaire which assessed the extent to which students were confident that their personal beliefs align with their theory identification. It is a brief self-report Likert scale measurement in which the students will rate from 1 (strongly disagree) to 7 (strongly agree) that contains six items. Reliability statistics revealed Cronbach's alpha of .956 for the six remaining items. Scoring of the TCQ was achieved by reverse coding Items 2, 3, and 6 followed by summing and averaging all items. Mean scores range from 1 to 7.

Theoretical Evaluation Self-Test (TEST)

Theoretical Evaluation Test was developed by David Coleman. Coleman (2014) created a 36-item scale called TEST, originally given to practicing social workers and master's-level social work students. In this test, participants rated their agreement with statements of belief, such as as "Expressing feelings in the context of a therapeutic relationship is in itself therapeutic" (Coleman, 2004, p. 128). There are eight theoretical domains which include: (1) psychodynamic, (2) cognitive-behavioral, (3) family therapy, (4) humanistic, (5) ecosystems, (6) cultural, (7) pragmatic case management, and (8) biological (Coleman, 2004), which were given scores by the TEST. The TEST gives scores in eight theoretical domains: psychodynamic, cognitive-behavioral, family therapy, humanistic, ecosystems, cultural, pragmatic case management, and biological (Coleman, 2004). Even though internal reliability was low, this appears to be a good beginning step in developing a new instrument. For scores to be more credible, additional research to confirm reliability and validity needs to be completed (Barth, 2015).

Most of the studies being published and reviewed focused on identifying theoretical orientation using a measuring scale. Hence, this present study would like to explore the approaches and techniques utilized by the counselors in an in-depth manner through a qualitative approach.

Factors influencing the Development of Counselor's Personal Guiding Theory of Counseling

There have been a lot of studies conducted which identified factors that contribute to the development of a personal guiding theory of counseling. Most of foreign literatures determine that Personality and professional experience are related and influence the occurrence and manifestation of a personal guiding theory of counseling. Initially, Corey (2013) explained that counseling students can have their own style of counseling tailored in their personality by familiarizing themselves to the different major approaches and therapeutic practices. As stated by Burwell-Pender (2009), it is necessary to acknowledge the importance of personality influence. It was found out in the study that theories selected by practicum student and trainees are associated with personality (Mohamad & Mohamad, 2013). Likewise, it was noted by Thompson (1995) that personality factors are strongly to be closely related to counselor's theoretical style. Barth (2015) emphasized that personality characteristics of the counselor is one of the identified factors that affects the identification of a guiding theory. Furthermore, Hart (1982) made a study on the correlation of between theoretical orientation in psychology and personality types. The results among 181 junior and senior psychology majors showed that "objectively oriented psychology majors"

tended to score high on sensing on the Myers-Briggs, whereas “subjectively oriented psychology majors” tended to score high on intuition. Consequently, it was discovered that theoretical orientation was related to trainees’ personality traits (Boswell, Castonguay & Pincus, 2009). Thus, one’s personal therapy that a trainee will follow and the choice of techniques one will want to use depend on one’s personality and character (Fear & Woolfe, 1999). Burwell-Pender (2009) noted that counseling students at the beginning stages of professional development undergo unique processes, experiences to counseling subjects and seminars attended contributed to their development of a guiding theory. The professional factors discussed in the literature consisted of clinical experience, academic training, professional development, and clinical sophistication (Bitar & Bermudez, 2007; Norcross & Prochaska, 1983; Vasco & Dryden, 1994). In the study of Vasco and Dryden (1994), based on the survey data from 161 Portuguese therapists, a model of the therapists’ theoretical orientation and clinical practice was outlined. It was found out those changes in the initial theoretical orientation was brought about by clinical experiences, including those therapists subscribing to various orientations, who may find different solutions to their theoretical development. Subscribing to an orientation was greatly attributed to personal, deliberate choices primarily predicated clinical experiences, personal values, and graduate training (Norcross & Prochaska, 1983). Likewise, a grounded approach was utilized to establish a model of the influences and processes that are involve in the development of theoretical development of licensed marriage and family therapists (Bitar & Bermudez, 2007). Their study found out that the process involves an interaction between personal and professional domains.

Application of Counseling Theory to Practice

Reviewed studies showed that the five major forces of counseling and psychotherapy (Psychodynamic, Cognitive-Behavioral, Humanism, Multiculturalism and Social Justice) including eclectic and indigenous approach to counseling and psychotherapy shape how the counselor provides therapeutic intervention to clients. The client's need and his individuality and uniqueness should be taken first in mind before any approaches and possible techniques under the former thereof be chosen. In addition, counselors made use of these theories as basis on how they will establish their relationship to their client and in creating their counseling or intervention plans. Corey (2013) noted that self-exploration is indeed necessary for the increase level of self-awareness that can be obtained through experiences such as training. Thus, personal exploration is needed to better counsel others. Personal exploration includes examining one's belief and principle which in practice of counseling includes what one is believe about human nature, how problems of clients occur, one's worldview, and etc. It is practical and can be put into practice if the theory is enough and is correctly utilized. Once the counselors build their own way of dealing with clients, they are ready to put the theory into practice. Counselors and therapists employ their philosophy of counseling, which is in effect, a philosophy of life to communicate their values by the therapeutic goal they subscribed to and the procedures they can use to reach these goals (Corey, 2013). Consequently, if counselors have the enough knowledge and background of the theories and approaches, they can develop their own personal style of counseling that would help them to think and use techniques which may help to solve the client's problem. However, some counselors practice in the counseling session may not always reflect the theory they adhere to

(Thompson, 2015). In addition, Flasch, Bloom, and Holladay (2016) noted that counselor trainees shared their difficulties of finding ways to bridge theory and practice that spurt their desire for more learning experience. Amidst of this concern, personal counseling increases one's emotional stability and ability to practice, experience their role through facilitating empathy for clients several studies observed the significance of therapeutic relationship in shaping effective counseling (Macran, Stiles, & Smith, 1999). They interviewed seven practicing therapists about their personal therapy and how this affected their clinical world. From the domains created from the identified twelve common themes, participants appeared to translate their experiences as clients into skills and attitudes used in their practice. Personal therapeutic approach was described as the entirety of characteristics defining a way of conducting psychotherapy, this could exist as explicit or implicit (Rihacek&Roubal, 2017). Consequently, it helps in describing the kind of information they attend to in the therapeutic process, techniques, interventions, counselor-client relationship and professional identity. Furthermore, Mohamad and Mohamad (2013) explored the experiences of counseling students undergoing practicum through a qualitative study to discover how they apply theories during their practicum. Their data revealed main themes and indicated that the participants training in counseling laboratory helped them a lot during their practicum especially in the use of theories in counseling sessions.

Summary of the Literature

The literature showed that personal guiding theory of counseling can be developed through exploring one's self, including the different factors which may include the

counselors' own philosophy, belief, worldview and experiences such as education and training, among others. In a similar manner, it has been identified that there are few instruments which can help in determining one's counselor's theoretical orientation. Although, it was observed that among studies reviewed, the issue has not yet been fully explored in an in-depth manner.

Literature showed that building one's personal guiding theory of counseling assiststhe counselors to have foundation in the practice of counseling, specifically in conducting counseling sessions and what type of approach or techniques should be the best one to utilize with respect to their own Personal Guiding Theory of Counseling. Furthermore, the studies explained the nature of the different approaches in counseling and psychotherapy. It can be observed that all the approaches have significant contribution for the goodness and treatment of certain problems and concerns. Even though these approaches come from different backgrounds, wherein some are bounded to childhood experiences and the past, the others are relationship-based and put emphasis on core conditions and choices. Some are also strict with the step-by-step process and deal with irrational thinking and beliefs. Likewise, there are approaches which emphasize on respect, cultural diversity and significance of counselor being an advocate and transforming their client as advocate of change. Moreover, the counseling techniques presented may be diverse but observed to be helpful intervention to client's specific problems and concerns. There are techniques that can be used across different approaches considering the best that can be applied to the client. A lot of techniques under the different approaches can be utilized as a tool to assist the clients deal with their specific difficulties. In addition, the

previous studies showed that two among of the array of counseling approaches were used by counselors in counseling students which are humanistic-existential and cognitive-behavioral approach. Most of the counselor's personal guiding theory of counseling was focused on using therapy such as Person-centered, Reality and Cognitive Therapy. In conclusion, it showed how important personal guiding theory of counseling was for the counselor. It guides the counselor with the following tasks: (1) identify what kind of approaches and techniques best suit the client's concerns; (2) assist the counselor in establishing counseling relationship with the client; and (3) determine what kind of counseling or intervention plan is necessary to create to solve or ease the client's difficulties.

Research Problems

This study aimed to explore the personal guiding theory of counseling of Filipino Counselors. Specifically, it sought to answer the following questions:

1. What Personal Guiding Theory of counseling do Filipino Counselors hold?
2. How is Filipino Counselors' Personal Guiding Theory of counseling manifested in terms of the:
 - 2.1 choice and use of counseling approaches and techniques,
 - 2.2 counselor-client relationship, and
 - 2.3 counseling plan?

Conceptual Framework

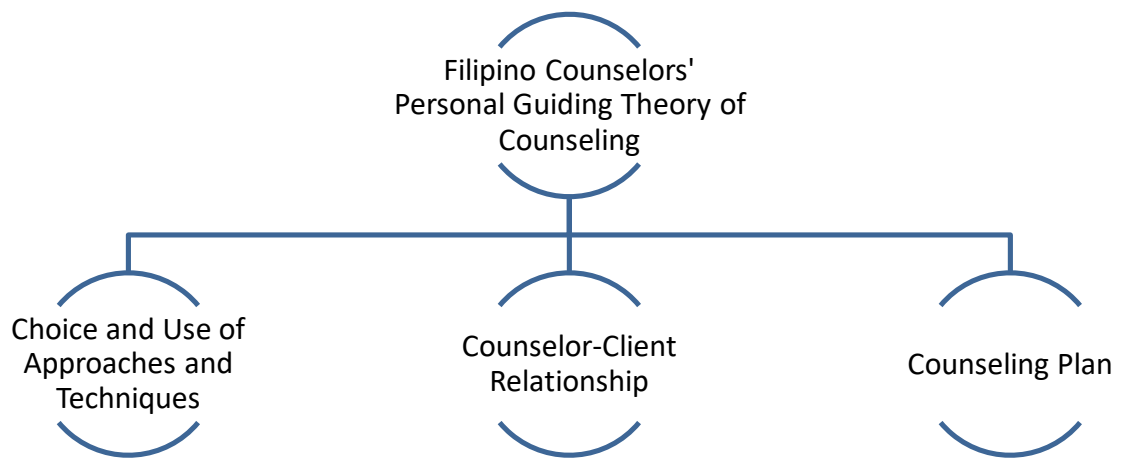


Figure 1. Conceptual Framework of the Study

Figure 1 displays the paradigm of this study. It shows how Filipino Counselor's Personal Guiding Theory of Counseling is translated to the following: (1) choice and use of approaches and techniques; (2) counselor- client relationship; and (3) counseling plan. The three tasks done by counselors in counseling the clients are directly influenced by their Personal Guiding theory of counseling. This means that whatever belief the counsellors have, it greatly affects their counseling practice.

It is worth mentioning that few researchers focused on the development of personal guiding theory of counseling (Barth, 2015; & Burwell-Pender, 2009). Most of the studies reviewed discussed the essential of a personal theory of counseling to counselors including its creation, development and use in practice (Cooper, 2015; Mobley& Gazda, 2006; Petko, Kendric& Young, 2016; Spruill &Benshoff, 2000; Tolentino, 2015). Little has been studied about the Personal Guiding Theory of Counseling of Filipino Counselors and how

this has manifested to the choice and use of approaches (Robiso, 1995; Tolentino, 2015), counselor-client relationship and in creating possible counseling plans.

Varied explanations were written by previous researchers about personal guiding theory of counseling. As stated in the study made by Bart (2015), the development of a personal guiding theory of counseling is established through the different core components, which consisted of the personal philosophy or belief system, faith system, specific theoretical approaches, and focus on techniques used with each client. The process of identifying a guiding theory has an effect in counselor theoretical orientation confidence and the level to which a student identifies with a selected theory (Burwell-Pender, 2009). Tolentino (2010) emphasized in her study that Filipino registered counselors have a clear understanding of the value of explicit counseling theory in practice. Hence, the present study attempted to know in-depth the Personal Guiding Theory of Counseling of Filipino Counselors. Personal guiding theory of counseling act as the basis of a counselor on how he or she will view his or her client in their session. The Personal Guiding Theory of counseling assists the counselor with the over-all counseling process from the choice and use of counseling approaches and techniques, making of counseling plans and forming counselor-client relationship.

Salazar-Clemeña (1993) stressed that counselors must have an established belief, principle and personal assumptions about human behavior. All this set of thinking directs these counselors on all aspects of counseling from the use and choice of approaches and techniques, in developing a counseling plan and of the collaboration between counselor

and client. Tolentino (2010) emphasized the importance of a counseling theory in having a definite counseling goal from which intervention and evaluation of outcomes are usually based. Counselors who can determine their own personal guiding theory of counseling can assist in determining the approaches and techniques suitable for the client's concern and effectively create a counseling plan and successfully influence the relationship between the counselors and client toward the goal and successful intervention.

The findings of this study would benefit the Filipino School Counselor's use of theory to practice. In addition, due to a certain increase on the number of licensed counselors in the Philippines, the researcher believes that there is a need to revisit and further explore again the use of theory among Filipino counselors in an in-depth manner. This study provided information that will assist professional organizations and counselor education institutions in organizing and conducting their training, education, curriculum, supervision and evaluation of counselors and whether these includes the development and use of a personal guiding theory of counseling. In terms of professional development, this study sought to identify local practices of Filipino counselors in counseling clients wherein indigenous approaches and techniques may emerged. In addition, school administrators may include in their respective counselor's professional development such programs that can strengthen the counselor's utilization of theory to practice. This study highlighted the importance of a Personal Guiding Theory of Counseling and its use in the practice of counseling. Hence, this study showed an in-depth understanding of Filipino counselor application of theory to practice. Overall, the purpose of the current study is to explore the Personal Guiding Theory of Counseling of Filipino Counselors and how this has been translated to the choice and use of counseling

approaches and techniques, establishing counselor-client relationship and creation counseling plan.

Scope and Delimitations

The general intent of this study was to explore the Filipino Counselor's Personal Guiding Theory of Counseling and how this Personal Guiding Theory of Counseling is manifested in the Filipino Counselor's choice and use of approaches, counselor-client relationship, and counseling plan. This study selected participants with the following inclusion criteria; (1) a Filipino citizen, (2) at least a holder of Master's degree in Counseling/ Guidance and Counseling, (3) a registered and licensed counselor either by examination or exemption, (4) is currently doing an individual or group counseling, (5) creates counseling plan, and (6) with at least 5 years and above experience of counseling individuals. In addition, this study focused on few counselors to be studied as a case and is limited to the experiences of Filipino counselors in counseling clients in a school setting.

Definition of Terms

This section defines terms specific for this study.

Approaches - are the lens through which the counselors addresses to their clients' problems (Associated Counsellors and Psychologists Sydney, 2020) Operationally, in this study, they are the theories of counseling and psychotherapy by which the counselors cast their view of human individual to better understand their client, its difficulty and the issue they are experiencing.

Client – in this study, they are the students who are given a counseling because they experience problems, difficulties, and maladjustments in behavior.

Counseling- is a professional relationship that empowers diverse individuals, families, and groups to accomplish mental health, wellness, education, and career goals (American Counseling Association, 2020). In this study, it is defined as the process of helping the clients to explore their issues, problems and concerns toward the betterment of their functioning and living.

Counseling Plan—is a document that provides a clear outline and direction of the plan to be utilized in helping the clients (Hall, 2015). In this study, it refers to a written record of strategy conceptualized, created and to be implemented by the counselor to assist him in the process of helping the client with his need.

Counselor-client relationship —is a shared relationship between the patient and therapist with the common goal to overcome the client's suffering and self-destructive behaviour (Bordin, 1979). In this study, it refers to a collaborative partnership created through the establishment of trust and understanding of the counselor to the client that aid the latter with the ease and assistance to solve his difficulties.

Counselors—is a person who has been registered and issued a valid Certificate of Registration and a valid Professional Identification Card by the Professional Regulatory Board of Guidance and Counseling and the Professional Regulation Commission (Republic Act 9258, 2014). In this study, they are the registered and licensed Filipino counselors who are doing individual

and group counseling, have at least a Master's Degree in counseling and 5 years above of counseling experience.

Group Counseling –is a form of psychotherapy that usually involves four to ten clients and one or two experienced group therapists who meet to talk about an issue or a problem (The University of Illinois, 2015). In this study, it is defined as the process of helping clients with same problems and difficulties through a small group interaction wherein they meet to discuss and explore the problem with the assistance of the counselor.

Individual Counseling–is a process through which the clients work one-on-one with a counselor in a safe, caring, and confidential environment (The California State University Channel Islands, 2020). In this study, it is defined as one-on-one, face-to-face process done by a counselor to help client explore their belief, thoughts, feelings and actions to deal with their problems and difficulties. Individual counseling in this study includes routine interview and referral cases.

Personal Guiding Theory of Counseling–is a personal guiding theory of counseling is the counselor's foundational philosophy on how people grow, develop and change. A number of terminologies including personal counseling theory, theoretical orientation, personal style of counseling have been used to refer to this construct (Barth, 2015). In this study, it is defined as the counselor's underlying basis and guiding approach on how they view their clients as a human individual, the problems and means of coping.

Techniques - are interventions done and skills embodied by a counselor to help the client meet goals (Corey, 2013). In this study, techniques are tools, strategies, competencies and skills, and processes which counselor carries to meet the goal of the counseling session.

CHAPTER 2

PROCEDURES

Methodological details about the study are presented in this chapter including the research design, research site, selection criteria and participants, data collection procedure, data analysis, role of researcher, methods of validation, and ethical consideration.

Research Design

A qualitative research design was utilized in this study through a case study method. This qualitative research using a semi-structured interview was done to gain a richer understanding of the Filipino Counselor's Personal Guiding Theory of Counseling. Crossman (2018) defines qualitative research as a type of social science research, which deals on the collection and interpretation of non-numerical data to investigate and understand meanings, interpretation, symbols and processes. Specifically, a case study method helps the researcher to have an in-depth examination of the Filipino Counselor's Personal Guiding Theory of Counseling. According to Yin (2009), case study is an empirical inquiry and an in-depth investigation of a phenomenon within its real-life context, especially when the boundaries between phenomenon and context are not clearly evident.

Research Site

Guidance counselors from different schools and universities in Metro Manila were handpicked to be participants of this study. These participants may not generalize Filipino counselors. Nonetheless, the in-depth analysis and information-rich data that were driven from them was helpful in identifying the Filipino Counselor's Personal Guiding Theory of

Counseling. As stated by Creswell (2008), the site for data collection is as important as the selection of participants in a qualitative study. The participants were interviewed in their office inside the school site to ensure safety and protection of both the researcher and participants. Thus, it assisted the researcher to better understand the phenomena under investigation.

Selection Criteria and Participants

The researcher utilized a purposive sampling technique to identify the participants of this study. Purposive sampling technique is a type of non-probability sampling that depends on the researcher's sound judgment to select participants which can be logically assumed to be a representative of the population. Palinkas, Horwitz, Green, Wisdom, Duan and Hoagwood (2013) described purposive sampling as a type of sampling technique known to be practiced in qualitative research for recognition of information-rich cases for the chosen phenomenon or limited resources. It was an effective sampling method due to the nature and design of this study and fit to answer the problem and objectives, which was the exploration of Filipino Counselor's Personal Guiding theory of Counseling and experiences of Filipino counselors in counseling individuals.

A total number of 10 professional counselors with the following inclusion criteria was chosen as participants of this study: (1) a Filipino citizen; (2) at least a holder of Master's degree in Counseling/ Guidance and Counseling; (3) a registered and licensed counselor either by examination or exemption; (4) is currently doing an individual or group counselling; (5) creates counseling plan; and (6) with at least five years and above experience of counseling individuals. Furthermore, participants were studied as a case and were limited to their experiences as Filipino counselor who counsel students.

Profile of the Participants

Table 1

Personal data of the participants

Case	Age	Sex	Educational Background	Place of Work	Number of years as Practicing Counselor	Acquire license through	Number of years as Registered Licensed Counselor
Efren	31 - 40	M	Master's Degree (Counseling)	Private	6 - 10 years	Licensure Examination	1 – 5 years
Liway	31 - 40	F	Master's Degree (Guidance and Counseling)	Private	11 – 15 years	Licensure Examination	6 – 10 years
Eliza	31 – 40	F	Master's Degree (Guidance and Counseling)	Private	11 - 15 years	Licensure Examination	6 – 10 years
Imelda	41 – 50	F	Master's Degree (Counseling)	Private	16 – 20 years	Grandfather clause	6 – 10 years
Sally	51 – 60	F	Master's Degree (Guidance and Counseling)	Private	31 – 40 years	Grandfather clause	6 – 10 years
Ligaya	51 – 60	F	Doctor's Degree (Counseling)	Private	31 – 40 years	Grandfather clause	11 – 15 years
Arnel	31 – 40	M	Master's Degree (Guidance and Counseling)	Private	6 – 10 years	Licensure Examination	1 – 5 years
Lualhati	31 – 40	F	Master's Degree (Guidance and Counseling)	Private	11 - 15 years	Licensure Examination	6 – 10 years
Mayumi	31 – 40	F	Master's Degree (Counseling)	Private	16 – 20 years	Licensure Examination	6 – 10 years
Rubi	31 - 40	F	Master's Degree (Counseling)	Private	6 – 10 years	Licensure Examination	6 – 10 years

*Note.*Names are pseudonyms

Table 1 shows the profile of the participants in terms of their personal data. It indicates that seven of the recruited participants were in the age range of 31-40 years old, two are in the age range of 51-60 years old, and one is in the age range of 41-50 years old. In addition, eight of the counselor participants were female and two are male. Moreover, a total of nine participants graduated with a Master's degree in counseling or guidance and counseling and one of them have a Doctor's degree in Counseling. All the counselor participants are working in a private institution. Also, all of them are not new in the practice of counseling as three of them are working as a practicing counselor for 6-10 years and 11-15 years. Likewise, two of them are working as practicing counselor for about 16-20 years and two of them are working for 31-40 years. Additionally, seven of them acquire their license by taking the licensure examination and three of them were exempted and got their license through grandfather clause. Furthermore, seven of the practicing counselors are working as registered licensed counselors for 6-10 years, two are 1-5 years and one is 11-15 years.

Table 2

Matrix of the counseling beliefs and practices of the participants

Case	Belief about human nature	View of the nature of the client's problem	Aims of Counseling	Roles in Counseling	Counseling Approach/es	Counseling Techniques
Efren	Individuals can learn and are capable of solving their difficulties	Self-defeating thoughts	Assist client in finding alternative ways to view their problem	Expert Facilitator	Cognitive-Behavioral Therapy	Confrontation/scaling technique/miracle question/feedback/challenging the thinking

Liway	Individuals can learn and are capable of solving their difficulties, unique and can make good decisions in life	Self-defeating thoughts	Be directive and empower client to make solutions to their problem	Expert Evaluator	Cognitive-Behavioral Therapy	Homework
Eliza	Individuals can learn and are capable of solving their difficulties	Issues about relationship	Help client reach their maximum potential and make good decisions in life	Offer Guidance Facilitator	Eclectic in Approach (Cognitive and Directive Approach)	Scaling technique/ miracle question/ empty chair
Imelda	Individuals can learn and are capable of solving their difficulties and are good	It's occurring within the person	Guide clients to dispute their negative beliefs to be on their optimum path	Offer Guidance Listener	Humanistic Approach	Disputing negative belief
Sally	Individuals are good	Issues about relationship	Help individuals to understand their experiences and the things around them	Listener	Humanistic Approach (Person-centered therapy)	Person-centered techniques (condition-unconditional positive regard, empathy and genuineness) Use of silence and personal warmth
Ligaya	Individuals can learn and are capable of solving their difficulties and can make good decisions in life	Self-defeating thoughts	Guide clients to know their problem and assist them to be aware of their strengths	Offer Guidance Facilitator	Mindfulness-based counseling	Deep breathing/ slow exposure/ reframing/ gratitude making
Arnel	Individuals can learn and are capable of solving their difficulties and are good	Issues about relationship	Help clients identify and process negative beliefs	Offers clarification and exploration	Cognitive-Behavioral Therapy	Reframing/ scaling/ unconditional positive regard/reflection of feeling

Lualhati	Individuals can learn and are capable of solving their difficulties, are good, and driven by needs	Needs that can't be achieved	Help clients to explore and clarify their problems	Offers clarification and exploration	Humanistic-Existential Therapy	Assignment/miracle question/scaling question
Mayumi	Individuals can learn and are capable of solving their difficulties and are unique	Self-defeating thoughts	Help client evaluate their actions and responses to their problem	Facilitator Evaluator	Reality Therapy	Assignment/WDEP technique
Rubi	Individuals can learn and are capable of solving their difficulties, can make good decisions in life and are driven by needs	Needs that can't be achieved	Help client realize realistic goals	Offer Guidance Facilitator Evaluator	Reality Therapy	WDEP technique

Note. Names are pseudonyms

Table 2 illustrates the matrix of the counseling beliefs and practices of the participants. The table shows the counselor's belief about human nature, their view of the nature of the client's problem, aims and roles in counseling, and the counseling approaches and techniques they utilize in the sessions with their clients.

Efren believes that individuals can learn and are capable of solving their difficulties. He believes that self-defeating thoughts are the causes why individuals have problems. His aim in counseling is to assist clients in finding alternative ways to view their problem. He identifies himself as the expert and a facilitator during the counseling session. According to him, he utilizes cognitive-behavioral therapy as a counseling approach and commonly

utilized counseling techniques such as confrontation, scaling technique, miracle questions, feedback, and challenging the thinking.

Liway believes that individuals can learn and are capable of solving their difficulties, are unique and can make good decisions in life. According to her, self-defeating thoughts is the cause of individuals problems. Being directive and empowering clients for them to make solutions to their problem is the goals of her counseling. She acts as a facilitator and offer guidance to clients in the counseling session. She uses cognitive-behavioral therapy as a counseling approach and commonly uses counseling techniques such as homework.

Eliza believes that individuals can learn and are capable of solving their difficulties. She believes that relationship issues are the cause of individual difficulties. In her counseling, she helps her clients to reach their maximum potential and for them to create good decisions in life. She offers guidance and act as a facilitator in the counseling session. According to her, she utilizes an eclectic approach wherein cognitive and directive approaches are used. She utilizes scaling technique, miracle question and empty chair as commonly used counseling techniques.

Imelda believes that individuals can learn and have the capacity to solve their difficulties. For her, the problem of the individual lies within himself/herself. She helps her client to dispute their negative beliefs for them to be on their optimum path. He acts as a listener and offer guidance to her clients during the counseling session. She uses humanistic approaches and utilizes counseling technique such as disputing of negative beliefs.

Sally believes that all individuals are good. For her, issues concerning relationship make an individual experience problems and difficulties. In the counseling session, she aims to help her client to understand their experiences and things around them. He acts as a listener in the counseling session. She utilize humanistic approach specifically person-centered therapy in dealing with her client and uses the conditions as a technique needed to be established in a person-centered therapy session and commonly use silence and personal warmth.

Ligaya believes that individuals can learn and are capable of solving their difficulties and can make good decisions in life. She believes that the problems of the individuals lie on their self-defeating thoughts. Thus, she guides her clients to know their problems and assist them to be aware of their strengths as she utilizes mindfulness-based counseling approach which focuses on the strengths of the individual. In the counseling session, she acts as a facilitator and offer guidance to clients through counseling techniques that she commonly used such as deep breathing, slow exposure, reframing and gratitude-making.

Arnel believes that individuals can learn and are capable of solving their difficulties and are good. He believes that the problems of the individual are coming from the issues faced by the individuals with regards relationships. He helps clients to identify and process their negative beliefs by offering clarification and exploration of their concerns. He utilizes cognitive-behavioral therapy in the session and use reframing, scaling technique,

unconditional positive regard and reflection of feeling as commonly used counseling techniques.

Lualhati believes that individuals can learn and are capable of solving their difficulties, are good and are driven by their needs. For her, when an individual can't achieve the things they want and need, it causes them to have the problem. Thus, she helps her clients to explore and clarify these concerns by being a counselor who offer clarification and exploration during the counseling session. She utilize humanistic-existential therapy and use assignment, miracle and scaling questions.

Mayumi believes that individuals can learn and are capable of solving their difficulties and are unique. She believes that self-defeating thoughts affects her client's behavior, therefore creating one's problem. She utilizes reality therapy as an approach in the counseling session that makes her to help her client evaluate their actions and responses to their problems. She acts as a facilitator and an evaluator of the client in the counseling session. She utilizes assignment and WDEP (Wants, Direction, Ealuation and Plan) technique to help the client reach their goals.

Rubi believes that individuals can learn and are capable of solving their difficulties, can make good decisions in life and are driven by their needs. For her, if individuals can't achieve their needs, problems will exist. She utilizes reality therapy and has the goal of helping clients achieve their needs. She acts as a facilitator, an evaluator and offer guidance to her clients by utilizing WDEP technique and help clients to make realistic goals and achieve their needs.

Data Collection Procedure

Prior to the conduct of the study, a framework was utilized to ensure the trustworthiness of the data collection tool which was an interview protocol. As mentioned by Lani and Demotts, trustworthiness means reliability and validity in qualitative research. The researcher made use of the Interview Protocol Refinement (IPR) Framework by Castillo-Montoya (2018). The Interview Protocol Refinement (IPR) Framework involves a four-phase process to systematically develop and refine an interview protocol (Castillo-Montoya, 2018). The process assisted in assuring that the interview protocol was free from bias and strengthens its reliability. According to Castillo-Montoya (2018), this process contributes to the quality of data that will be obtained from the interviews. It consists of aligning of the interview questions with research questions, constructing an inquiry-based conversation, receiving feedback on the interview protocol that includes validation from experts in the field of Counseling, and piloting the interview protocol.

Furthermore, this study followed the data collection circle of Creswell (2007). According to him, qualitative researcher engages in a series of activities in the process of collecting data. In this study, before gathering the data pertinent to get the results, the researcher selected the site and the people to where and whom the data would be gathered. Gaining access to sites and people were also subjected to several steps. The researcher sought the approval of the schools and universities to conduct the research. All participants who were selected possessed the inclusion criteria stated earlier. After it was approved, the researcher scheduled the interview of the participants.

On the day of the interview, the researcher and the participant went to a safe, quiet place free of interruptions, and big enough to accommodate them inside the school site. These places were the counselor's office and/or conference room. These assured the safety, protection, and foster openness for both the researcher and participants during the interview. The researcher explained the nature and purpose of study and the possible risks and benefits through the informed consent that was given to the participant. The informed consent contains the following details; (a) general purpose of the study, (b) procedures, (c) risks and benefits, (d) confidentiality, and (e) participation and withdrawal. The participants were able to read all the terms and conditions before proceeding to the next step. Individuals who understood the content of the consent form and agreed by signing it became the participants for the study. They were given a copy for them to keep.

A semi-structured open-ended interview was done for 60 minutes or one hour using an audio recorder. In addition, appropriate follow-up questions were given during the interview when necessary. They were asked questions relevant to the purpose and aims of the study. At the end of the interview, the researcher asked the participants if there was anything that they would like to add. This way gave the participants an opportunity to deal with the issue that they have thought important but have not been dealt during the interview.

All interviews were tape recorded and transcribed verbatim afterwards, as this protects against bias and provided a permanent record of what was and was not said during the interview. Data was stored in a safe, private Google Drive account that only the researcher has access to. Data were all deleted after the study.

Data Analysis

The process for data analysis in this study followed the method described by Miles and Huberman (1994). This method was based on the three-stage analysis, namely; data reduction, data display and conclusion drawing. Data reduction was done through carefully listening and transcribing each tape of interviews. The researcher made sure that the transcribed data were accurate by listening and reviewing it twice. After which, the data were analyzed through thematic analysis. Thematic analysis is one of the most common form of analysis within qualitative research. As defined by Braun and Clarke (2008), thematic analysis is a form of analysis which emphasizes identifying, analyzing and interpreting patterns of meaning (or “themes”) within qualitative data. The transcript created from transcribing the tape of interviews was read several times for the researcher to be familiarized with the data. Preliminary codes were assigned in the data in order to describe the content as shown in Appendix N. Then, the researcher search for patterns or themes in the codes across the interviews. In the data display, themes and subcategories which emerged through coding were showed in Appendix O. Themes were reviewed, named, and defined as shown in Tables 3-10. These data were reviewed and validated by an expert. Subsequently, findings, conclusions and recommendations were drawn through these inferences.

Role of the Researcher

The researcher was the one who devised the interview protocol and ensured its trustworthiness by following the phases of the Interview Protocol Refinement (IRP) framework suggested by Castillo-Montoya (2016). He acted as an instrument for data collection for this qualitative study. Thus, the data were mediated through the research, rather than

questionnaires, surveys, or inventories. Furthermore, the researcher was able to know, describe and set aside relevant aspects of self, biases, assumptions, experiences, and expectations before conducting the study.

The researcher made sure that all participants were given an informed consent. He clearly explained the nature and purpose of the research, possible risks, and benefits that the participants may receive in participating in the study. The researcher guaranteed the safety, privacy, and confidentiality of the participants' information by carefully following the data protection plans which included the data storage.

The researcher was the one who transcribed, created themes and subcategories through coding, analyzing and making conclusions out of the data collected. It was the role of the researcher to make sure that the data driven from the thematic analysis was free from bias by validating it with the help of an external expert. It was also the part of the researcher to share the result of the study to the participants and give information about the impact of the study to the community where the research occurs.

Methods of Validation

This study ensured the trustworthiness of the research-made tool, an interview protocol, by utilizing the Interview Protocol Refinement (IPR) Framework. The Interview Protocol Refinement (IPR) Framework involved a four-phase process to systematically develop and refine an interview protocol. The four-phase process included the following: (1) make sure that the interview questions are aligned with the research questions, (2) make

an inquiry-based conversation, (3) receive feedback on interview protocol, and (4) piloting the interview protocol (Castillo-Montoya, 2016).

In this process, the researcher guaranteed the alignment of the interview questions with the research questions using an interview protocol matrix. Then, an inquiry-based conversation was done by drafting a script as part of the interview protocol. Afterwards, the researcher received feedbacks from different individuals through close reading activity, think-aloud activity, and validation of the research-made tool.

The close reading of the interview protocol was done by colleagues using a checklist. They were two practicing counselors with Master's Degree in Counseling / Guidance and Counseling. In addition, the researcher got feedbacks through think-aloud activity by recruiting two volunteers who shared similar characteristics to those who would be recruited for the actual study. These volunteers exemplified the inclusion criteria written in the selection and participants section. They were asked to think-aloud as they answered the interview questions for the researcher to hear their responses and asked them how they arrived at their responses. This think-aloud activity assisted the researcher on how the participants thought as they worked through their responses; thus, it identified whether the questions were clear, vague, or confusing or need to be revised. Furthermore, the researcher got feedbacks from experts through validation of the interview protocol. Five experts in the field of Counseling and Psychology were asked to validate the interview questions using the research interview validation form.

After the previous phases, the researcher revised the interview protocol and simulate the actual interview in as real condition as possible which means piloting the interview protocol with individuals who exemplified the inclusion criteria and characteristics of the participants in this study. Notes and records that were derived from piloting the interview protocol helped toward improving the questions and that all these information's were generated based from the interviewer's experience and not with his own thought of process. By this process, the researcher guaranteed the trustworthiness of the interview protocol and frees it from any biases. Instead of focusing with the word reliability and validity which is relatively foreign to qualitative research, qualitative researcher substitutes trustworthiness (Devault, 2018). This study made use of trustworthiness as means of being reliable and valid. Trustworthiness is described as the reliability and validity in quantitative research (Lani & Demotts).

After the data was gathered from the participants, validation of the data which included the codes, categories and themes were done. An expert was invited and asked to validate the data driven from the participants before doing the write-up.

Ethical Considerations

Respect for the Person

In this study, the researcher guaranteed that the participants were fully informed about the study. They were knowledgeable about the general purpose of the study, procedures, risks and benefits, confidentiality, and participation and withdrawal through an informed consent. They received a copy of the consent before the interview started and the researcher kept the other under lock and key. In addition, an agreement between the

participants and the researcher in this study were settled that whenever that any of the participant chose not to join or decided not to continue participating in the study, they could freely withdraw. All information's including recordings, notes, and all collected data gathered in the interview were transcribed verbatim and be password protected and would be kept safely.

Confidentiality was maintained by securing all transcribed research data (e.g., audio recorded interviews, transcripts of interviews, and personal information of all research participants) in a private Google Drive account that only the researcher has access to. Audio recordings of the interview were deleted after they had been transcribed, while the transcripts of the interview would be deleted after the completion of the study. In line with the confidentiality of the participants, they were given a pseudonym to protect their identity in the presentation of the results and stored separately from any names or other direct identification of participants.

This study centered on the exploration of the Filipino Counselor's Personal Guiding Theory of Counseling and how this Personal Guiding Theory of Counseling manifested to their choice and use of counseling approaches and techniques, counselor-client relationship, and counseling plan. In this regard, this research upheld and ensured the safety and protection of the participants, the research locale, and the researcher by strictly adhering to research protocols, methodology and processes of this study. The research avoided placing the participants and the community in situations and conditions where they might be exposed to risk of physical and/or psychological harm as consequence of their

participation in this study. Consequently, the research objectives were posed in a manner that safeguards the welfare of the researcher, the participants and the research locale.

Risk Benefit Analysis

The researcher guaranteed non-harmful factors that could affect any aspect of the participant's well-being. A non-monetary, token of appreciation was given to the participants to acknowledge their time, knowledge, and expertise that they had contributed to this study. The researcher had no conflict of interest, financial or otherwise.

The groups of people who would receive a copy of the result of this study would be the study participants and the schools in which the research was conducted. When the study was done, the researcher would provide a brief copy of the findings which is understandable even by non-academic audience. The result of this study would be beneficial to the expansion of knowledge about the Filipino Counselor's use of theory to practice. This will also add to the limited study that focuses on Filipino Counselor's Personal Guiding Theory of Counseling.

Justice

The participants of this study were treated equal and the same in all research activities. All 10 participants who were invited to participate in this study met the inclusion criteria set by the researcher. Since a conduct of several steps in ensuring the trustworthiness of the interview protocol was done, the researcher ensured reasonable and non-exploitative and well considered procedure to be administered fairly to all the participants. There was no conflict of interest and the selection of research participants/ subjects, data collection tool and methodology were free from any biases.

CHAPTER 3

FINDINGS AND DISCUSSION

This chapter presents and discusses the results, analysis and interpretation of the data gathered from 10 licensed counselors of different schools in Metro Manila as regards their personal guiding theory of counseling. This chapter shows what personal guiding theory of counseling Filipino counselors hold and how it is translated into their practice, specifically in the choice and use of counseling approaches and techniques, counselor-client relationship, and counseling plan.

Research Problem 1: What Personal Guiding Theory of Counseling do Filipino Counselor's hold?

Table 3

Emerging Themes of the Filipino Counselors' Personal Guiding Theory of Counseling

Themes	Description	Indicative Statements	Participants
Individuals can learn and are capable of solving their difficulties	The counselor believes that in order for individuals to grow, change and develop, they must be aware of their difficulties and be guided in learning and solving these challenges.	<i>"Kaya parang lagingtingin ko saisang individual or saisang counselee, talagangmeronnamantalagasiyang capacity to turn things around."</i> – Liway	Efren, Liway, Eliza, Imelda, Ligaya, Arnel, Lualhati, Mayumi F=8
Individuals are good	The counselor believes that being good is an essential nature of a human individual which is present in their growth and development.	<i>"Basically, humans err or make mistakes but there are second chances because they are basically good."</i> - Imelda	Sally, Imelda, Arnel, Lualhati F=4
Individuals are unique	The counselor believes that every individual is unique in their growth and development.	<i>"Everybody is unique, with different personalities, uhm different issues."</i> – Eliza	Liway, Mayumi, Eliza F=4
Individuals can make good decisions in life	The counselor believes that in order for individuals to grow, change and	<i>"... people are capable of uhm making good decisions in life".</i> - Rubi	Liway, Rubi, Ligaya F=3

	develop, they must be able to create good decisions in life.		
Individuals are driven by their needs	The counselor believes that in the process of growth and development, individuals are driven by their needs.	<i>“Because for humanistic the person is basically more on driven on their not necessarily more on behavior but on what they want to achieve.” - Lualhati</i>	Lualhati, Rubi F=2

Table 3 shows the emerging themes of the Filipino Counselors’ Personal Guiding Theory of Counseling. The result indicates that the personal guiding theory of counseling of Filipino counselors revolve around the core beliefs which includes the following: (1) individuals can learn and are capable of solving their difficulties; (2) individuals are good; (3) individuals are unique; (4) individuals can make good decisions in life; and (5) individuals are driven by their needs.

Individuals can learn and can solve their difficulties.Based on the results generated from the interviews, eight counselors center their personal guiding theory of counseling on the belief that individuals can learn through their experiences and have the capacity to handle and manage their own difficulties – the counselor believes that in order for individuals to grow, change and develop, they must be aware of their difficulties and be guided in learning and solving these challenges. Efren said that human nature entails personal vicarious experience for a person to learn his lessons in life. *“My view of human nature is that ... we can’t help but learn either by directly experiencing or by vicarious experience.”* In addition, Arnel believed that individuals have the capacity to become better. *“Well for me really coming from humanism in that humans have the capacity to become better.”* Moreover, Eliza expressed her belief that individuals can handle their own issues. *“Nakikita ko sila as they have the capacity to handle their issues”*. In

the same manner, Ligaya said that they have the full capacity to overcome their concerns. To wit, *“I believe 100% na may capacity to overcome.”* Additionally, Imelda shared that individuals have their own potentials to explore things they need. *“There are potentialities that are hidden it just takes someone to harvest it just to make people aware that there are other things they can explore that there are things that they can still look into.”* Meanwhile, Lualhati believed that individuals can adjust and find meaning to one self that includes their behavior and uncertainties. *“... man can adjust to his or her behavior and find meaning of himself or herself”*. Consequently, Mayumi said that individuals have the capacity to direct their lives and control their thoughts. *“... we are capable like on controlling our thoughts and we are capable also like directing our life”*.

Counselor-participants believe that in order for individuals to grow, change and develop, they must be aware of their difficulties and be guided in learning and solving these challenges. In a similar manner, Liway, Eliza, Lualhati, Mayumi, and Imelda expressed that individuals have the capacity to explore their potentials and meanings in life to overcome their problems and difficulties. According to Rosqueta-Rosales (1989), searching for one's meaning of destiny toward directing one's life and writing one's story have been continuously search by Filipinos. This means that counselors view their clients as someone who can direct their lives toward solving their crisis and finding their meaning. Thus, individuals have the capacity to learn and create ways to their resolve their problems. Furthermore, Efren, Arnel, and Ligaya said that individuals have the power to learn and change their situations to become better. According to Dewey (1938), learning involves “learning to think”. Experiences matters in learning

things to answer one's problem. Counselor-participants believe that being aware and learning from one's experiences enables an individual to have the power to solve their current and succeeding problem in the future.

Individuals are good. Four counselors center their personal guiding theory of counseling on their belief that individuals are essentially good - the counselor believes that being good is an essential nature of a human individual which is present in their growth and development. For example, Sally mentioned that individuals are capable of goodness. To wit, *"I always believe that there's hope that every individual that I have to deal with ... their nature can do good."* Moreover, Arnel inclined himself in the humanistic approach, where he believed that there is goodness that lies in every part of an individual. *"Well for me really coming from humanism in that humans ... that humans are more good... if you look into the deeper part of every human there's the essence of goodness in everyone"*. Generally, Lualhati perceived individuals as good. *"...and people are, people uhm, people are good ... that man is good."*

Counselor-participants believe that being good is an essential nature of a human individual which is present in their growth and development. Sally, Arnel, Lualhati, and Imelda see the goodness of everyone especially with their clients. It would mean that these counselors treat their clients as individuals who are capable of goodness amidst the trouble they are experiencing. Thus, this characteristic is present among individual's growth and development. Pappaliparambil (2001) said that the worldview of humanistic counselors is to see the basic goodness as an aspect of trustworthiness as the core of human of human being. It means that the counselor-participants see their clients as trustworthy, good, reliable but are

not naive of evil and untrustworthiness of any human acts as they also experience being in unhappy environmental backgrounds (Pappaliparambil, 2001).

Individuals are unique. Three counselors center their personal guiding theory of counseling on their belief that individuals are unique - the counselor believes that every individual is unique in their growth and development. As mentioned by Liway, individuals are generally unique. *“I believe that all individual is uhm unique.”* Similarly, Mayumi said that they are distinct. *“I believe that all individuals are unique.”*

Counselor participant believe that every individual is unique in their growth and development. Three of them see the uniqueness that their clients possessed. They believe that individuals are unique of each other and experience their problems in a different manner too, thus, creating solutions are different too. According to Rosqueta-Rosales (1989), people are uniquely different from each other because counselors believe that human personality is phenomenological while he believes that personality is a result of a purposeful behavior resulting from one's interaction with his past, present and future worlds.

Individuals can make good decisions in life. Three counselors center their personal guiding theory of counseling on the belief that individuals can generate good decisions and choices in life - the counselor believes that in order for individuals to grow, change and develop, they must be able to create good decisions in life. As mentioned by Liway, individuals can create their own decisions. *“He or she is capable of making his or her decisions.”* Likewise, Rubi said that they can make good decisions in life. *“... people are capable of uhm*

making good decisions in life". In addition, Ligaya shared that her belief that individual unless clinical, can make good decisions in life. *"Pero akonaniniwala, kaya kayagumawa ng good decision, unless clinical siya. Pero kaya eh."*

Counselors believe that in order for individuals to grow, change and develop, they must be able to create good decisions in life. Three of them identifies individuals as someone who can create good decisions in their life. Furthermore, they view them as someone who can choose better life choices that help them to grow change and develop.

Individuals are driven by needs. Two counselors center their personal guiding theory of counseling on the belief that individuals are driven by their needs - the counselor believes that in the process of growth and development, individuals are driven by their needs. As stated by Lualhati, individuals are driven of what they want to achieve. *"Because for humanistic the person is basically more on driven on their not necessarily more on behavior but on what they want to achieve."* Consequently, Rubi asserted that individuals have specific needs to fulfill. *"Well, human nature of or the nature of a person is that we have our needs and based on my if I will relate that to my counseling philosophy or to what I believed in, these needs are love and belongingness, the need for power, the need for survival, the need for freedom and fun."*

There are counselor-participants who believe that in the process of growth and development, individuals are driven by their needs. This was expressed by two counselors who believe that individuals are driven by their needs. They see that humans are motivated to achieve their goals in life that

includes determination and perseverance. Furthermore, being in the process of achieving the needs are an important factor to grow, change and develop.

As defined by Barth (2015), personal guiding theory of counseling is the foundational philosophy of how people grow, change, and develop that guide counselor in what to assess, which techniques to use and to know when clients have made progress. This provides counselors with sets of beliefs about people, about change and development, and about the therapeutic process. Counselor-participants' personal guiding theory of counseling centers on the belief that human individual can learn and are capable of solving their difficulties, are good, are unique, can make good decisions in life and are driven by needs. It can be seen on themes emerged that Filipino counselors believe in having a particular philosophy of how people grow, change and develop that guide them in their counseling practice. In the study done by Robiso (1995), it was found out that practicing Filipino counselors stated that the most popular philosophy pertained to human beings as being unique and different and are capable of changing their behavior. Other philosophy stated in his study claimed that human beings are good, unique, having the ability to take full control of their lives and handle their own concerns. It could be noted that the result of this study validates his claim about Filipino counselors' belief and philosophy about human nature. The views of the nature of human being presented can be observed in the Humanistic-Existential perspective. As a helping professionals, Filipino counselor believe that in order for their client to grow, change and develop, individuals should possess goodness, uniqueness, are capable of solving their difficulties, can make good decisions in life and are driven by needs. As mentioned by Salazar-Clemeña (1993) and Robiso (1995), Filipino counselors usually utilize nondirective humanistic theoretical orientation. It means

that the counselor-participants anchor themselves in the belief that human individuals are people who are basically good, positive, forward-moving and realistic. Robiso (1995) and Villar (1994) support that the philosophy of human person for Filipino practicing counselors focus on being unique, capable of changing behavior and making decisions for oneself, self-actualizing, and always striving for betterment or growth.

Table 4

Nature of the client's problem and Development of a Guiding belief as a counselor

Nature of the client's problem	Description	Indicative Statements	Development of a Guiding Belief as a Counselor	Description	Indicative Statements
Self-defeating thoughts (Efren, Liway, Ligaya, Mayumi) F=4	The nature of the client's problem is based on their self-defeating thoughts	<i>"Sa akin kasi, self-defeating thoughts talagasiya. Like kung cognitive ano kasi kung cognitive ang orientation."</i> - Mayumi	Counselor's education and training (Efren, Sally, Arnel, Lualhati, Mayumi, Rubi) F=6	Counselors develop guiding beliefs through bachelor's degree, graduate degrees and counseling training.	<i>"for, during, during my master's, not necessarily, not only in the masters, but basically during the start of my schooling particularly in college, we are already exposed with different counseling theories."</i> - Lualhati
Issues about relationships (Eliza, Sally, Arnel) F=3	The nature of the client's problem is based on their issues about relationship	<i>"However, because of the experiences and the presence or absence of parents or primary caregivers humans tend to create experiences that are above negative or something to that line"</i> - Arnel	Counselor's personal experiences (Liway, Sally, Efren, Arnel, Imelda, Rubi) F=6	Counselors develop guiding beliefs through childhood experiences, personal experiences and self-reflection.	<i>"And also from how we were brought up by family from our from my parents although we get to be spank quote unquote and discipline we were needed to be discipline when it's called for but I also believe that from my family from my parents , I have always felt that they believe that I am a good person and I can do something good I can bring about goodness I myself and in our family"</i> - Sally

Needs that cannot be achieved (Lualhati, Rubi) F=2	The nature of the client's problem is based on the needs that they can't achieved	<i>"I usually see that client's problem as a way in which they want to achieve something. So there are constantly, they want to achieve something but they're doing like that, they're they're maladjustment because they weren't able to achieve what they want."</i> – Lualhati	Counselor's professional practice (Efren, Liway, Eliza, Imelda, Ligaya) F=5	Counselors develop guiding beliefs through experiences with counseling individuals.	<i>"So sigurotiyaka ano narin based on the different people that I encounter na parang yun I realized na okay these people dependesa background nila or sakinalakihannila or the environment that they that they grew up in so parang ah that makes them unique."</i> – Liway
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Table 4 shows the elaboration of the emerging themes on the Filipino counselors' personal guiding theory of counseling. The emerging themes include the counselor-participants view about the *nature of the client's problem* and the *development of a guiding belief as a counselor*.

There are three themes emerged in the responses given by the counselor-participants in terms of their view about the *nature of the client's problem*. This includes self-defeating thoughts, issues about relationships, and needs that can't be achieved.

It was highlighted from the responses of some counselor-participants that their view about the client's problem revolves on having self-defeating thoughts. Some of these are explained by Efren and Liway. They said that self-defeating thoughts, the inability to interpret things properly and poor perception shove an individual to have a problem.

Efren: "... it's about their interpretation of the problem., kunwari, for example, parang sinasabi nila walana siyang magagawa sa sitwasyon like kailangan niyang magstop dahil laging napaka unsupportive ng magulang."

Liway: "Oo, parang yun parang kahit saan, halimbawa academic man yan personal o ano parang depend on how they perceive it or how on what they think about it kasi talagang kapag ganoon parang kapag ganoon maaapektuhan kasi lahat yung reaksiyon mo yung decisions mo afterwards ganoon, so sempre yung una nilang maiidentify sobra yung emotion nila e pero parang hindi nila agad narerecognize na kaya kayo nagkakaroon ng ganiyang emosyon kasi ayan yung iniisip mo e."

Furthermore, it was mentioned by Eliza and Sally that the issues about relationship or the need to have a good relationship with *significant others* triggers an individual to have a maladaptive behavior.

Eliza: "Uh my views about my client's problem usually kasi in the universities, usually family issues yung nagiging concern nila and career related issues."

Sally: "... then of course ahh this student also would like to pursue a lot of interests plus of course whatever ambitions to thrive then and so there are times when relationship are strain because of so many pursuits."

Likewise, the nature of the clients' maladjustment according to counselor-participants is the client's inability to achieve what they need. Rubi

mentioned that the incapacity of the individuals to get what want or what they need push them to be problematic.

Rubi: "... if you're not able to fulfill these needs then there's a problem. So usually, these are the things that made us somehow problematic if we are not able to achieve those needs

On the other hand, three themes emerged on how the counselor-participants develop their personal guiding theory of counseling. This includes counselor's education and training, professional practice and personal experiences.

It can be noted that the inclination of the counselor-participants on their belief about human nature came from their education and training. Most of the counselors agreed that they have developed their personal guiding theory of counseling from their graduate education and counseling training. Mayumi and Rubi shared how their education and training affects their belief about human nature.

Mayumi: "The, my orientations talaga in terms of the different counseling philosophy, I learned during my graduate school."

Rubi: "Actually, my training, when I was studying, ahmm my master's degree. We were trained to be familiar with all the counseling theories that we have and the techniques but we are required to master one theory so we should have like one counseling philosophy that we will consistently use"

Aside from graduate education and counseling training, personal experiences of counselors also help them mold their guiding beliefs. Liway and

Arnel expressed how their personal experiences contributed to the development of their belief about human nature.

Liway: “Siguro ano parang nabuona mold nalangsiya because of my past experiences and how my parents raised me and ayun my involvement in different communities when I was growing up so parang yun.”

Arnel: “... it is first because of my experience growing up coming from a school that has a guidance counselor. I kind a felt accepted that there’s a counselor that became a role model for me so that kind of allowed me to be cause I experienced bullying growing up in a school wherein there’s a lot of students so that became a factor that I felt accepted I felt someone listened to me ... Then I figured out this is probably what my counselor was coming from as well that I thought of my personality also is kind of fit with regard to that.”

Furthermore, counselors are able to develop their guiding beliefs from their professional practice. Efren and Ligaya mentioned how their exposure to counseling practice helps them to mold and develop their belief about human nature.

Efren: “How did I acquire that belief? Ahmm siguro through counseling practice.”

Ligaya: “siguro from ano from practice. I have been practicing for 30 years now and that is what I notice.”

Counselor-participants view that the nature of the client's problem involves self-defeating thoughts, issues about relationship, and needs that can't be achieved. It shows that the counselor-participants believe that their clients experience problems that affect their thoughts and emotions nor control negative beliefs about themselves. In the same manner, their problems rooted on the relationship they have built with the significant people around them. Likewise, their problems stems on the needs that want to achieve but they cannot. In a study by Church and Katigbak (2000), Filipino adolescents places a great value on close family ties, self and emotional control, friendly interactions, sharing with others, and desire for economic progress. It could be noted that these values are very important to them that if something would go wrong in any of these, problem and difficulties will be felt by them. Furthermore, it could be noted that their education, training, personal experiences and professional practice are significant in their work as counselors today. The Filipino counselors' personal guiding theory of counseling was greatly influenced by their personal and professional practice. As indicated by Bitar, Bean, and Bermudez (2007), personal and professional domains influence the development of theoretical orientation. These experiences affect the counselor-participants' development of a personal guiding theory of counseling. It brought substantial effect on how they view human nature and practice their skills to help clients with their problems and needs. Thus, the knowledge, information, insights and reflection emerged from these experiences contributed to the growth and development of their personal guiding theory of counseling.

Research Problem 2.1: How is Filipino Counselors' personal guiding theory of counseling manifested in the choice and use of counseling approaches and techniques?

Table 5

Emerging themes of the Filipino Counselors' Personal Guiding Theory of Counseling manifestation on the Choice and Use of Counseling Approaches and Techniques

Themes	Description	Indicative Statements	Participants
Counselors spontaneously choose and use counseling approaches and techniques based on their belief about human nature	The counselors' belief about human nature helps the counselor to automatically utilized specific counseling approaches and techniques for the clients.	<i>".. may nangyayarikasing parang ano e, nagiging automatic na din yung ah tinginmosa, parang meron ka naagad categorical ano e categorical. You can categorize problems kaagad. And usually kapagnasa experience naming, usually sa school uhm. yundahilngayun ang pinaniniwalaan ko"</i> - Efren	Efren, Liway, Eliza, Imelda, Lualhati, Mayumi, Sally, Rubi, Ligaya F=9
Counselors utilize counseling approaches and techniques because their beliefs are aligned with their experiences	The counselors' belief about human nature were develop because of their experiences which affects their choice and use of counseling approaches and techniques.	<i>"Probably one reason is my experience as an individual cause I believe that there were a lot of you know issues that allowed me that really stopped me from using my potential and part of is that there's negative self-talk, negative dialogue about myself, negative belief systems or cognitions So coming from that what's powerful for me having experience and identify those allowed me to really move forward so as a counselor I adhere to theory or to a framework that allows individuals to also identify the same."</i> - Arnel	Imelda, Arnel, Mayumi F=3
Counselors make use of counseling approaches and techniques based on their professional acumen (intuition)	The counselors' belief about human nature were develop because of their professional acumen (intuition) which affects their choice and use of counseling approaches and techniques.	<i>"... so nakakaapektosiya in terms of choice ko ng counseling approach bayung term? Uhm, I don't know exactly how but I have a gut feeling that it should be used."</i> - Eliza	Efren, Eliza F=2

Table 5 shows the emerging themes on how Filipino counselors' personal guiding theory of counseling manifested in the choice and use of counseling approaches and techniques. Counselors' personal guiding theory of counseling affects their choice and use of counseling approaches and techniques as evidenced by the following sharing of best

practices. More specifically, counselors (1) spontaneously choose and use counseling approaches and techniques based on their belief about human nature (e.g. as unique, good, are driven of needs, can solve their difficulties and make good decisions in life; (2) utilize counseling approaches and techniques because their beliefs are aligned with their experiences; and (3) make use of counseling approaches and techniques based on their professional acumen (intuition).

Counselor spontaneously choose and use counseling approaches and techniques based on their belief about human nature (e.g. as unique, good, are driven of needs, can solve their difficulties and make good decisions in life). Based on the result generated from the interviews, nine (9) counselors argued that they automatically choose and use counseling approaches and techniques based on their personal guiding theory of counseling. As experienced by Liway, she stated that she based her choice and use of counseling approaches and techniques to what it seems to be automatic and beneficial to her practice. *“Pumililangako ng ng approach na parang ano ba magiging matic para sa akin at tiyaka para mas makita ko nayung benefits niya.”* Moreover, Eliza does not limit herself in utilizing an approach, instead, believes that every client needs a certain counseling approaches and techniques depending on their needs. *“Kasi naniniwala ako na students may certain approach siyang kailangan. Uhm I do not limit it with only one kind of approach, wala akong favorite, ahm kumbaga depende sa need ng client.”* Furthermore, Imelda stressed the importance of the established psychological belief system that validates her belief and use that approaches and techniques in the counseling session. *“It’s nice that there are also*

beliefs systems psychological belief systems that also add in a way to my advantage that add to my having to my ano when I go to a counseling session. I just don't go there because of the experience and sharing to with them it's supported by things that have ground, have belief.”. Also, she said that knowing what kind of client she has automatically gives her an idea on what kind of approaches and techniques to utilize without overthinking. “Also trying to get to know from what he's saying from what the person is from what she or he is saying. It will give me an idea on the direction whether I'm going to be humanistic or probably this will require me on to think of other ways being other than humanistic psychologist so I have to be fast on my feet because I have to make sure I am with the client I am staying with his concerns that he is presenting without me overthinking what should be my approach”. In the same manner, Lualhati said that she utilized approaches and techniques based on how she perceives her counselee. “Yes, yes, I utilized those approaches and techniques for for I how I see the counselee and then of course humanistic and then existential doesn't have any technique at all, philosophy kasidiba? So that's why I looked into my client at that one.”. Moreover, Mayumi similarly mentioned the importance of seeing the clients based on one's belief to help the clients by utilizing the appropriate approaches and techniques to it. If not, it will not work well. “However, your question is very essential like yung humanistic perspective noh, which if I don't see it in the person, like what I said noh, kung person talaga ang focus ay yung past, that's why the person cannot identify nayung mga thoughts palaniya perception niyapala ay self-defeating. Then, it will not really work or magko-kontraanlang kayo lagi.”. Additionally, Sally explained that

there should be consistency on the approaches and techniques to be given to his counselee based on how she perceives them as an individual. *“I don’t think I think it will be dissonant for on the part of the professional or on my part if I see If I would say that ah I know I know that these people are this I wouldn’t be able to draw out the or let the person know that they are good or they that they have goodness in them that they have strengths where I can anchor themselves in.”.*

Rubi also mentioned that her belief about the individuals help her to exercise approaches and techniques that are applicable to the clients. *“Uhm because uhm If I believe in this particular human nature. I believe that this is what a person is made of or this is what a person is capable of doing then I’ll work on the capabilities of that person or on the belief that I have about a person. Because I believe that that would work uhm that would work better or that is very applicable to that person.* In the same manner, Ligaya said that having a basis of belief about the human individual, she is able to help them through applying appropriate techniques. *“So, I believed you have the strength. I just want you to be aware of it. Yun yung mindfulness side of it. Once you are aware of it, the strengths that you have, the things that are bothering you, ano talaga you move to plans na, and I will show the client that she is capable , she is capable of of handling it, but then, there has to be techniques applied to it.”.*

The Filipino counselors’ personal guiding theory of counseling manifested in the choice and use of counseling approaches and techniques as counselors can spontaneously choose and utilize appropriate counseling approaches and techniques to clients. It can be observed in the findings that the

belief that the counselor-participants have about human nature help them to automatically choose and use counseling approaches and techniques beneficial for their practice. For the case of Efren, his experience of easily categorizing problems of clients makes him to utilize specific counseling approaches and techniques. On the other hand, Liway emphasized the benefit of her belief as it helps her to be automatic in the practice. Likewise, Lualhati, Mayumi, and Sally based their approaches and techniques on their beliefs and perceptions of their clients. While, Imelda, recognized the essence of established psychological belief system where she inclined her beliefs and assist her in utilizing counseling approaches and techniques. In addition, having a belief about their client assists Rubi and Eliza to not overthink and guide them with the approaches and techniques they will utilize and conduct in the counseling session. Thus, for them it is giving what is best and equal to the needs of their clients. Furthermore, having these set of beliefs about their clients help Ligaya to have a basis on what appropriate approaches and techniques can be applied to their clients

Counselors utilize counseling approaches and techniques because their beliefs are aligned with their experiences. Three (3) counselors claimed that the beliefs that are aligned with their experiences assist them in the choice and use of counseling approaches and techniques. As experienced by Imelda, subscribing to humanistic belief was brought by her experience of using it practically and because it is in sync with her belief. *“Yeah very much. Well, I am more to subscribe with things humanistic like Carl Rogers, Maslow, like sina Gordon Alport. I like to think they are more practical and they’re more in sync*

with me and my belief system that they're given chance and they have limitations and were just humans that we have weaknesses and I like to start from that than being too technical about it because basically it's just getting to the bottom line that is being human." Then, Mayumi explained that it is essentially easy to give concrete examples and direct client if she herself believes that it is working based on her own experiences. *"Like in my case noh, kasi reality siyanoh, so the now. Like it will be very hard for me that to give concrete examples if I myself like haven't experience it or I don't live with it. Okay? So, it's easier for me like to direct my client because it's something that I prove myself is working, there."*

The Filipino counselors' personal guiding theory of counseling manifested in the choice and use of counseling approaches and techniques as counselors utilize approaches and techniques because their beliefs are aligned with their experiences. Counselor-participants stated that the beliefs they have that are aligned with their experiences facilitate their choice and use of counseling approaches and techniques. Imelda believes that subscribing to humanistic perspective aligned to her experience of practically using it determines her counseling approaches and techniques. On the other hand, Mayumi expressed that it is easy to help clients with specific approaches and techniques if she, herself, believes that it works based on her experiences. In addition, Arnel thought that there are a lot of issues that he experienced in the past that mold his belief that allow him to move forward and utilize a framework that allows individuals to identify the same. Thus, if these beliefs are in sync with their experiences like with

previous counselees, this process pushes them to specifically choose and use certain counseling approaches and techniques.

Counselors make use of counseling approaches and techniques based on their professional acumen (intuition). Two (2) counselors argued that the beliefs they have allow them to develop a gut-feeling on what kind of counseling approaches and techniques will be used to the clients. As mentioned by the other counselor, Efren, his intuition anchored on his belief about human nature helps him to choose and use certain counseling approaches and techniques. “... *Dependekasisakliyente, ewan ko ha, pero mas, mas may gut, hindi, may gut feel, yes meron may feel, na para ito ang kailangannungtao,*”.

The Filipino counselors’ personal guiding theory of counseling manifested in the choice and use of counseling approaches and techniques as counselors builds their own professional acumen (intuition) from the belief they have about human nature that assists them in choosing and using the kind of counseling approaches and techniques that can be given to their clients. This explained that the counselor participant’s intuition aligned with their beliefs make them to determine the approaches and techniques suitable for their clients to solve their problems and difficulties

Counselor-participants automatically choose and use counseling approaches and techniques based on their belief about human nature (e.g. as unique,

good, are driven of needs, can solve their difficulties and make good decisions in life). In addition, they utilized counseling approaches and techniques because their beliefs are aligned with their experiences. Moreover, they make use of counseling approaches and techniques based on their professional acumen (intuition). The present study found out that it is natural for counselors to choose and use counseling approaches and techniques as long as they hold a belief about human nature. It helps them in their practice as it guides them to better facilitate their counseling practice, specifically in choosing and utilizing counseling approaches and techniques. Moreover, their personal guiding theory of counseling which is aligned with their experiences directs them in the determination of specific counseling approaches and techniques needed by their clients to determine solutions for their problems. Furthermore, their intuition which is influenced by their belief assisted them in determining the kind of approaches and techniques suitable for their clients. In the study made by Tolentino (2010), this author noted that the practitioners perceived the value of personal counseling philosophy through reflection of identity. She mentioned that a counseling philosophy reflects the counselor's personality and beliefs, which provide the counselor's identity to identify the kind of therapy he or she will use with the clients. It showed that personal guiding theory of counseling is a very important factor that help counselor to effectively do their practice specifically the choice and use of counseling approaches and techniques.

Table 6

Counseling Approaches and Techniques of the Participants

Counseling Approaches	Description	Indicative Statements	Counseling Techniques	Description	Indicative Statements
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Cognitive-Behavioral Therapy (Efren, Liway, Eliza, Ligaya, Arnel) F=4	The counselor helps the client to change their pattern of thinking or behaviors that are behind their difficulties and direct them toward solving it.	<i>"I usually am comfortable with cognitive behavioral therapy so you know I have a what I usually do specially when if its higher kunyare older I usually try to find out the negative cognition and I kinda have a skill in doing doing that."</i> - Arnel	Cognitive-behavioral techniques (Efren, Liway, Imelda, Ligaya, Arnel, Lualhati, Mayumi) F=7	Techniques mostly utilized in the counseling are challenging the thinking and belief, homework, breathing exercise slow exposure, reframing and assignments.	<i>"Actually, ano uhm, basically we plan out the things I usually give assignments. So that's really CBT. I mean behavioral theory kasitalagasiya e so usually I check the things to be done that need to be done. And then after that one, I usually give assignments to them."</i> – Lualhati
Humanistic-Existential Therapy (Imelda, Sally, Lualhati) F=3	The counselor helps the client to explore, understand and create meanings with their problems and difficulties, thus creating new perspectives and ways of being in the word.	<i>"Yeah very much. Well, I am more to subscribe with things humanistic like Carl Rogers, Maslow, I like to think they are more practical and they're more in sync with me and my belief system that they're given chance and they have limitations and were just humans that we have weaknesses and I like to start from that than being too technical about it because basically it's just getting to the bottom line that is being</i>	Reality therapy techniques (Efren, Imelda, Ligaya, Mayumi, Rubi) F=5	Techniques mostly utilized in the counseling are confrontation, evaluation, WDEP, processing, exploring and going into termination of the session.	<i>"Sa reality ganoon eh more of evaluation but what if the client talaga do not know what to do, then that's the only time wherein we can offer alternatives."</i> – Mayumi

<i>human.” – Imelda</i>					
Reality Therapy (Mayumi, Rubi) F= 2	The counselor helps the client to discover what they really want and how they are currently choosing to behave to achieve their goals.	<i>“Because as a counselor my theoretical orientation is reality therapy.” – Mayumi</i>	Solution-focused techniques (Efren, Eliza, Arnel, Lualhati) F=4	Techniques mostly utilized in the counseling are scaling questions, feedback, and miracle questions.	<i>“For academics, the bulk of solution focused, scaling questions, tiyaka feedback, very important samgabatayung feedback” – Efren</i>
Eclectic in Approach (Eliza) F=1	The counselor helps the client to solve their problem using different approaches and techniques in the session	<i>“Usually kasitalaga eclectic perodependen ga po sa case so for example uhm more on suicidal na. It’s more of cognitive behavioral therapy so depende po kung more on career related, directive. May mga tool so it depends.” – Liway</i>	Person-centered techniques (Sally, Arnel) F=2	Techniques mostly utilized in the counseling are helping the client to be calm, eye contact, empathy, positive regard, encouragement and silence.	<i>“Well, basically, what is important during the moment allowing the person to feel that he is understood that shall reflect on the emotions allowing you know, giving verbal verbal responses that would allow him make feel the warmth but basically also at the start you know the unconditional positive regard that at home he felt that there’s no one was there to listen to him but allowing him to feel that there’s you know someone who could you know spare time for him allow him to hopefully have that kind of sense of something.” – Arnel</i>

Table 6 shows the elaboration of the emerging themes on how Filipino counselors' personal guiding theory of counseling manifested in the choice and use of counseling approaches and techniques. The themes emerged includes the *counseling approaches* and *counseling techniques*.

Four sets of theoretical orientation emerged from the responses of the counselor-participants during the interview. These theoretical orientations serve as their guiding approach when dealing with their clients and help them with their problems and difficulties. These theoretical approaches were namely: (1) Cognitive-Behavioral Therapy, (2) Humanistic-Existential, (3) Reality Therapy and (3) Eclectic Approach. Furthermore, the counseling techniques that they usually use during the sessions were given.

Four of the counselor-participants revealed that they anchor themselves to cognitive-behavioral therapy. Arnel, Efren and Ligaya mentioned that that they utilize cognitive behavioral therapy and lean toward cognitive trends which also include mindfulness- based counseling because they are comfortable with it.

Efren: "I usually lean more on cognitive, the cognitive trend ..."

Ligaya: "I think ngayon, more focused on mindfulness-based counseling siya, So I believed you have the strength."

Seven of the counselor-participants use cognitive-behavioral techniques which includes challenging the thinking and belief, homework, breathing exercise, slow exposure, gratitude making, reframing and assignments.

Efren: "Sa cognitive naman, ... challenging the thinking"

Liway: "So ayun so ayun una nga parang nageexplore kami muna ng automatic thoughts, tapos how? So, parang magbibigayako ng homework sakaniya tapos ilolog niya dun, parang daily thought log record, ilolog niya kapag may negative nanangyari ilolog niya , ano ung inisip niya ano yung feelings ano yung behavior so ganoon muna so ayun yun ahm every session yun yung dinidiscuss naming hanggang pareho naming iniexplore ano ba yung nakakacapture na automatic thoughts."

Ligaya: "Yun nayung breathing nainaano ko. Taposyung slow exposure. Taposyung reframing of thought. Meronkasingganooni-rereframe. Sasabihin ko sakaniya what if you will look on to it in this side. So iguguide ko siya, irereframe niya sa akin and then sasabihin ko sakaniya do more of that. That's what I am doing. Taposyung 1 is to 3, for every negative thoughts that you have palitanmosiya ng 3 gratitudes, palitan mo siya ng tatlong gratitude, i-equal mosiya with 3 gratitude, to train your brain to think more positively so dun siya nakareflect and then yung discovery, you really have the strength."

Arnel: "So, reframing so when we do reframing so what now is the belief na instead of you're not important what is the belief that you're going to replace it

so that first you'd allow yourself to be in a relationship with people second you'll reach your dream and third you'd become functional as a person so yeah it's reframing"

On the other hand, three of them said that they are inclined in using humanistic-existential therapy. Imelda, Sally and Lualhati said that they are using humanistic-existential therapy as they see it as in sync with their belief and applicability to the culture of their Filipino clients.

Sally: "But eventually I got comfortable with the Person-centered approach and throughout the years of my work because uhm because of certain result ang ano ko namankasi for Filipinos talagang it works for most cases naman nuh ah that they want to they also see they can also see the good in them."

Lualhati: "Actually, my philosophical belief is basically more on humanistic leading toward existential"

Sally and Arnel stated how they utilized person-centered techniques. The techniques they mostly use in the counseling sessions are helping the clients to be calm' to establish eye contact; and show empathy, positive regard, encouragement and silence.

Sally: "I think ano kasi, just making her calm. Putting her in a calm state first kasi sempre kung iyak ng iyakyunmuna ang attendan ko nuh so uhm before I can uhm proceed with whatever I want us to talk about we wanted to talk about yunmuna. Make her calm, keep her clam first. Ah I think just really being ano yung physically facing the my client nuh and uhm and focusing my my eye contact

constantly that's that's those are mean a lot meant a lot already in terms of how I experience counseling."

Two counselor-participants shared that they anchored themselves on Reality Therapy, instead. Rubi stated that they are consistently utilizing reality therapy in their practice.

Rubi: "We should have like one counseling philosophy that we will consistently use in my cases uhm and for me I chose Reality therapy or also it involves the choice theory."

Furthermore, some counselors utilized reality therapy techniques when dealing with their client's needs. Efren, Imelda, Ligaya, Rubi and Mayumi said that they are using confrontation, evaluation, WDEP, processing, exploring and going into termination towards their client in the counseling session.

Efren: "Ano, confrontation. Confrontation talaga."

Imelda: "I have my usual ano naman counseling techniques, processing, exploring going into terminating the session"

Ligaya: "so for instance kaya namanniyang confrontational namedyoanuhin ko talagasiya doon, sisitahin ko siyasakaniyang desire of what solution to choose, kahit mali, uhm iaano ko yun, ipo-point out ko yun and to show the person that it's not that you don't know, it's just that you know that the choice you're about to make is not the right choice."

Rubi: “usually, the WDEP thing. Identifying wants, doing, evaluating what you’re currently doing and the plan of action. Yeah, and then, what else, trying to implement the action in a way that it would impact the person”

Liway argues that she is using an eclectic approach in dealing with her clients most of the time as it will depend on the client’s needs.

Liway: “Usually kasitalaga eclectic perodependenga po sa case so for example uhm more on suicidal na. It’s more of cognitive behavioral therapy so depende po kung more on career related, directive. May mga tool so it depends.”

Solution-focused techniques were also used by some of the counselors. Efren, Eliza, Arnel, and Lualhati mentioned that they apply techniques such as scaling questions, feedback, and miracle questions in processing their client’s concern.

Eliza: “I would usually say, “Rate yourself from 1 to 10 10 being the happy, 1 being the ano”, yeah mga scaling, uhm may mga miracle technique”

Arnel: “I use scaling which aspects of your life especially pagsa adults or samga high school more of them would be social aspects sa friends di ba. So ano yung aspect nila that they would want to focus more into. So I use scaling, psychobiological approach in creating a psycho or the counseling plan.”

Lualhati: “Then of course for solution focused, I used miracle question or I will also use scaling so that I’ll be able to know which one should be done first for her”

The counselor-participants adhered to four theoretical orientations which include (1) Cognitive-Behavioral, (2) Humanistic-Existential, (3) Reality, and (4) Eclectic. Robiso (1995) mentioned that the approaches utilized by practicing counselors include Client-centered, Behavioral, Directive, Reality, Eclectic, Transactional Analysis, Gestalt, and Adlerian. Moreover, Tolentino (2015) discovered that in her study that most of the counselors adhered to cognitive-behavioral approach or rational-emotive-behavioral approach. Furthermore, the counselor-participants utilized different counseling techniques to process their client's problem. It should be noted that counselor-participants tend to use counseling techniques freely and interchangeably wherein at times were not under the theoretical orientations that they anchored on. Efren, Liway, Ligaya, and Arnel made clear that they anchored on cognitive-behavioral approach, but they sometimes made use of techniques which are utilized and relevant to reality therapy and humanistic approach. Imelda and Lualhati beliefs are inclined to humanistic-existential approach but they tend to use behavioral techniques. Mayumi and Rubi are consistent in using reality therapy techniques in their practice of reality approach and the belief that individuals have needs to achieve. In addition, as shown in Table 2, it could be noted that there are practicing counselors whose personal guiding theory of counseling is inconsistent with their use of counseling approaches and techniques. It could be noted that in the responses of these counselor-participants, they tend to adopt counseling approaches and techniques that they believe is inclined with their personal guiding theory of counseling. As asserted by them, they have their personal guiding theory of counseling but whether they are using it properly or it's compatibility with their

client is uncertain. In addition, Robiso (1995) found in his study that despite the participant's claim of adherence to specific approaches, the techniques associate with such approach is not extensively used. There is a crossover to different theories and approaches among the techniques utilized in combination. Tolentino (2015) explained that there is still a gap in terms of applying explicit theory of counseling in practice.

There are also counselor-participants who experience difficulties in tailor-fitting counseling approaches and techniques with the clients' problems. Liway and Sally revealed that they had experience going through confusion and hesitation in selecting the best approaches and techniques to their client's concern on the beginning of their practice in counseling.

Liway: "Okay. Yun kasi nung una parang sabi ko ah prang more on reality therapy yata ako yung ganoong approach o basta iba iba kasi minsan parang person centered langyanyuntapos parang uhm sa isang taon ko before dito parang sabi ko "parang ang gulo" parang naguguluhan ako sa sarili ko. Parang tama ba yung ginagamit ko nakakatu- uhm di ko kasi sure kung nakatutulong ba talaga o baka paglabas lang nung bata feeling good siyapero after that hindi mo sure kung anong effect diba?."

Sally: "Nung when I started when I was when I started as a counselor back then I was already a counselor while I was taking up uhm my masters in counseling that time so uhm well it was difficult in a sense na in the sense that most of the time I don't I can't identify exactly quickly what I wanted to use for or what what could be best for this client."

In addition, as an example, Arnel, Lualhati, Mayumi and Rubi mentioned their experience of doubting themselves, including the struggles and difficulties with the clients in terms of the choice and use of counseling approaches and techniques but were able to regain themselves through their beliefs.

Arnel: "Will I get to the point, you know sometimes I kind of question myself when I'm doing it already and then the person is trying to tell a lot of stories a lot of inputs and then I try I'm making sense of it cause there are moments where I'm like kind of in a process. Am I trying am I going at the bottom of this would I make sense of it? So, there's this sense of doubt sometimes but true enough to to my belief you know I don't know I probably make sense of everything."

Lualhati: "So I had difficulty in terms of Person-centered, so what's that, Okay, I can do empathy, genuine, yan, all of UPR, like that, but at the end of the day, I need also need results. Diba? So, there's really struggle. Until you'll have to really decide on yeah there's no really, it's only your orientation but you can also use other techniques that can really lead you to where you want."

Mayumi: "However, there are clients who do not want that. Okay? So, in replacement of that kung ayawtalaganila yang mgaasa-assignment, then what I do is to make them draw, minsan mind map lang talaga and also narrate."

Rubi: “So, it’s difficult to choose among a lot of counseling techniques because all has its uhm advantages and disadvantages.”

With the abovementioned experiences of the counselor-participants, they have learned a lot in terms of their choice and use of counseling approaches and techniques. Liway and Ligaya explained that it is important to consider one’s competency in performing counseling approaches and techniques.

Liway: “Siguro parang siguronungnagstartakoditosa UST, parang natutunan ko kasina parang kailangangmeron ka talagang ah parang meronakongpa-praktisinna counseling approach kasi before before that parang iba-iba e parang sobrang eclectic, ganiyanyan.”

Ligaya: “probably as a counselor the human part of me would also sometimes think is this really the right ano am I going to make sense of it but having the knowledge of the approaches and techniques allows and guides me at the end of the day I would not go wrong because I know how to go back and be objective of what it is supposed to be done”

Counselor-participants experienced difficulty in aligning their counseling approaches and techniques on their belief about the nature of the client’s problem at the beginning of their practice. In the beginning of their practice, they feel reluctant and confused on the selection of the best approaches and techniques to be used to their clients.

This struggle that they experience is common especially for the practitioners who are new in the practice. Thus, there is a need to review one's competency in the practice especially in performing the counseling approaches and techniques.

Research Problem 2.2: How is Filipino Counselors' personal guiding theory of counseling manifested in the counselor-client relationship?

Table 7

Emerging themes of the Filipino Counselors' Personal Guiding Theory of Counseling manifestation on the Counselor-client Relationship

Themes	Description	Indicative Statements	Participants
Counselor connects well and build harmonious relationship with clients	The counselors' belief about human nature helps the counselor to connect easily and build harmonious relationship with their clients.	<i>"I guess for me it allows me to connect right away with my clients having the knowledge of the inner goodness or the nature of the innate goodness people allows me to just build a sense of connection even though sometimes it's a difficult client so there."</i> - Arnel	Arnel, Mayumi, Efren, Liway, Eliza, Sally F=6
Counselor becomes careful and wary in building and maintaining relationship with clients	The counselors' belief about human nature makes the counselor to be careful and wary in building and maintaining relationship with client.	<i>"It affects the counseling relationship because if I view this in my point, if I think that this person is like this based on my view of human nature, then, ahmm you'd be more cautious ahmm of of how you do the counseling process. Basically, knowing the human nature of the person and believing it, you would be able to know your limits probably in doing things."</i> - Rubi	Imelda, Ligaya, Lualhati, Rubi F=4

Table 7 shows the emerging themes on how Filipino counselors' personal guiding theory of counseling manifested in the counselor-client relationship. The result shows that the counselors' personal guiding theory of counseling affects the counselor-client relationship, that is: in the following: (1) The counselor and client can communicate well

and build a harmonious relationship with each other, and (2) The counselor will be careful and wary in building and maintaining relationship with client.

Counselor connects well and build harmonious relationships with clients. Based on the results generated from the interviews, six (6) counselors explicated that their personal guiding theory of counseling helps them to build a harmonious relationship and a healthy communicative event. with client. As stated by, Mayumi her personal guiding theory of counseling helps her to establish harmonious relationship. *“It’s very important for the client to understand. Okay? So that there is a harmony in your relationship.”* Furthermore, Efren explained that having the same belief and understanding with client’s problem helps him to have good relationship with them. *“Oo, especially, ayun nga sinabi ko, minsan talaga nagagalit talaga ako lalo na kapag nangangatwiran yung client, yung counselee. Kaya nangangatwiran kasing ganito yung understanding nila, na tama sila. So ang manifestation, mangangatwiran, so mangangatwiran, you can’t get your message pass to the person, so yun nanga, normal natao lang din, so maaasar ka lang, parang ayaw niyang makinig, so dahil nga din yun nga ang pinupunto ko dun na nakasi pinracticemo yan, natutunan moyan, pinapractice mo yan, kaya nangyayari yan, tapos nangangatwiran parin, yun ang hirap. Nakakaasar pa rin. So, kung sakabaligtaran naman ang nakita ko sakaniya magiging okay ang relationship.”* Similarly, Liway shared that there is a need to help the client to see his or her problem in a different perspective. *“Ang hirap naman tulungan nito, ganoon pero parang pagganoon medyo kailangan ko lang ireset ulit yung iniisip ko na kahit very difficult ka it’s not about being difficult personally, nuh sigur okailangan ko lang siyang tulungan to see things in a*

different perspective.”. She also shared that having the belief that her client has the capacity to change things make her feel that she is able to journey with the client in reaching the set counseling goals. *“Yun I think parang mas masasa parang mas ah ano ba parang feeling ko kapag uhm kapag meron akong ganoong paniniwala sa mga bata sa mga counselees ko parang I think it will parang feeling ko uhm your journey namin with the counselee kahit papaano parang 25% naitatawid ko na parang ganoon kasi alam ko na semprediba may capacity siya to at meron siyang power to change things parang yun parang malaking bagay kasi yun to ano to achieve the counseling goals naiset naming.*”. In addition, Eliza shared that her belief about her client makes her to act and communicate well in the same way. *“Of course, kapag ganito yung tingin ko sakaniya, ganoon din ako makikipagusap sakaniya, pagna gain nanatin yung trust nung bata, mas magiging open nasiya to share his concern”*. Sally likewise feels that her way of dealing with her client helps the client to feel more positive. *“Uhm I know that my counselees are also comfortable with me ah for instance when I use ah soothing calm manner ah I know that they are comforted also immediately and I know that it helps them to think more of themselves in a positive way also.”*.

The Filipino counselors’ personal guiding theory of counseling manifested in the counselor-client relationship as counselors’ belief assist them to easily connect and build harmonious relationship with client. The belief that these practicing counselors have about human nature helps them to be comfortable with their clients and easily communicate with them. Moreover, it was shown in the findings that beliefs about human nature affects the case of Liway as it helps her to create a journey with her client in reaching a goal. Arnel believes that his belief

allows him to connect easily with his clients. For, Efren and Mayumi, having a belief and knowledge about the client's difficulties sets him to establish good relationship with them. Eliza and Sally emphasized that on their case, their belief makes their client to communicate with them in the same positive way. The present study identified that Filipino counselors' personal guiding theory of counseling contributes on building relationship with clients as they can easily connect, communicate and build harmonious relationship with them.

Counselor becomes careful and wary in building and maintaining relationships with clients. Four (4) counselors claimed that their personal guiding theory of counseling assists them to be cautious in building and maintaining relationship with client. As eloquently stated by Imelda, her personal guiding theory of counseling helps her on how the counseling process will go, especially in dealing with the client during the session. *“That will of course dictate how the way our counseling process will go. Oo. If I subscribe to a certain belief and if I see that certain person that will direct me on how I will be able to approach that person but then again I can be open to a lot of things it really depends on the client where the client is going to take me. I’m very flexible naman on that but basically that’s my core belief but if I’m not successful then work around towards that person’s concern.”*. In addition, Ligaya said that her belief makes her to value respect and be more sensitive with the client's needs. *“So ganunlangyung ano, it affects your relationship, you will be able to respect the client, you listen more, you’ll be able to to hear even things she may not be expressing but she is trying to say it but could not. Yung ganoon. Magiging more*

sensitive ka sakaniya and be mindful of what she may really need. So kung ganitoyungtinginmo, it itit actually contributes to a better client-counselor relationship. Kapagmerong respect saumpisa pa lang. Respect that. Ahm Kasi kapag naniniwala ako meron siyang strengths and ano, hindi naman ako manghihimasok sakaniya at magiging parang ako yung in command kasi “counselor ako dito, e noh” hindi ganoon. So pakikinggan ko siya which is actually a first aid, emotional first aid. Listening ka muna, gagawin moyun. Kasi Malaki ang respeto mo sakaniya. Sa kaniyang kakayahan. Nag-aanosiya, nagflow siya automatically.”. Moreover, the belief that Lualhati has with her clients that they are good actually reflects the treatment she has for them. “Because how you see the other people is how you also be able to see how you will be able to help them. So, say for example if a particular kid is treated that they are good then how you will also help them how will you also handle them it also reflects you as a counselor.”

The Filipino counselors’ personal guiding theory of counseling manifested in the counselor-client relationship as the counselors’ belief help them to become more careful and wary in building and maintaining relationship with clients. In the case of Rubi, her belief leads her to be cautious in doing the counseling process. At the same time, having respect and sensitiveness on the client’s concern will occur according to Ligaya. On the other hand, Imelda believes that her belief guides her to properly do the counseling process. Moreover, Lualhati explained that her belief can be expressed to her treatment towards her clients. It could be noted that the counselors personal guiding theory

of counseling assist clients to be cautious in their practice specially in establishing relationship with their clients.

In general, counselor-participants easily connect and build relationship with clients because of their personal guiding theory of counseling. Furthermore, their personal guiding theory of counseling drives them to be careful and wary in establishing relationship with their clients. The present study found out that good communication can be done throughout the session as counselor connects well with their clients because they have their established belief. Conversations are carried out easily as they go in the counseling session. Moreover, because they have set of beliefs about individuals, they tend to be cautious of their actions as they want to express respect and sensitiveness.

Table 8

Ways of Establishing Relationship and Counselor and Client's Roles in the Counseling Relationship

Ways of Establishing relationship	Description	Indicative Statements	Counselor's Role	Description	Indicative Statements	Client's Role	Description	Indicative Statements
Building rapport Counselor (Efren, Liway, Eliza, Imelda, Sally, Ligaya, Arnel) F=7	Establish counseling relationship with client through building rapport which includes humor, small talks and gaining the client's trust.	<i>"I used small talk very freely. Yun talaga. To get them to loosen and open up."</i> – Efren	A counselor is a facilitator (Efren, Eliza, Ligaya, Mayumi, Ruby) F=5	The counselor acts as facilitator and ask questions for the client's to explore and make solutions to their problems in the counseling session.	<i>"yung approach ko talaga is more of a facilitator."</i> – Efren	Commitment and ownership of the problem (Liway, Imelda, Sally, Arnel, Rubi) F=5	The client's role is being committed with the counseling session and the person who has the problem or maladjustment.	<i>"The role of my client is like what I've said the client is if I may use the word has a little bit has a problem is disturbed cannot think in a way it's like all his thought processes are clouded with certain opinions with beliefs with irrational thought"</i>

								judgements "- Imelda
Using personal warmth and empathy (Liway, Sally, Ligaya, Arnel, Lualhati, Rubi) F=6	Counselor establish counseling relationship with client through warmth and empathy.	Ano kasi well ladies namankasii to so alammo I hug them oo so I think that establishes also din the ano rapport." - Sally	A counselor offers guidance (Eliza, Imelda, Ligaya, Rubi) F=4	The counselor offers guidance to the client in the counseling session.	"To guide. It's more on Guidance." – Eliza	Generation of solutions to problem (Efren, Eliza, Ligaya, Lualhati) F=4	The client's role is to identify ways to solve one's problem.	"Kaya ganoon. Kaya silatalaga ang mag generate ng solution nila." – Efren
Clarifying and Establishing roles (Liway, Lualhati, Mayumi, Rubi) F=4	Counselor establish counseling relationship with the client through clarifying and establishing their roles.	"Pag nakuha ko napagna establish ko nayung rapport syemprekail angang ko ring kailangan ko ring ilatagsakan iyanao okay tayopero ang relationship natin counselor-counselee pa rinnoh okay so meron pa rintayong boundaries." – Liway	A counselor is an evaluator (Liway, Mayumi, Rubi) F=3	The counselor acts as an evaluator of the problem and actions of the client in the counseling session.	"It's also my responsibility to make sure that upon realizing what her goals are, what are her or his do's and don't's are, evaluating his current doings, the plan of action should be workable." – Rubi			
			A counselor is an expert (Efren, Liway)	The counselor acts as the expert and direct the client into the solution of their problems in the	"Kapag may counseling session, ako more on ano bakasimedyo o directive medyo directive			

			F=2	counseling session.	<i>din ang ano diba CBT? So more on akomagset ng direction perosempre cooperative pa rindibadahi lnagoopera teako ng parang diba?" - Liway</i>			
			A counselor is a listener (Imelda, Sally) F=2	The counselor listens actively to the client's concerns in the counseling session.	<i>"So my role is basically just be the counselor langganunl ang ready to listen." – Imelda</i>			
			A counselor offers clarification and exploration (Arnel, Lualhati) F=2	The counselor offers clarification and exploration of the client's problem in the counseling session.	<i>"Basically, for me the role of the counselor is to just e not just, is to mirror the concerns and clarify it to the students." - Lualhati</i>			

Table 8 shows the elaboration of the emerging themes on how Filipino counselors' personal guiding theory of counseling manifested in the counselor-client relationship. The themes emerged includes *ways of establishing rapport* and the *role of the counselor and client in the counseling relationship*.

The counselors shared their ways on how they harmoniously build relationship with the client. Most of the counselor-participants establish relationship through building rapport. These counselors establish counseling relationship with the clients through building rapport which includes humor, small talks and gaining the client's trust. Imelda, Sally and Arnel discussed the

importance of small talk and opening a conversation which centers about the client at the onset of counseling session.

Imelda: “Of course if it’s a newbie thingy rapport getting to know the client trying to engage in small talk trying to focus on the client”

Sally: “I also another way of establishing rapport is when I ask how things are with these projects, this club that they are in cause sometimes I I would know. Oo kung nasaansila kung ano yung org nila so yung mg aganoon.”

Arnel: “Well I try to create conversation just to talk about the person because what usually happens is when the clients come in they talk about their problem but not basically them who they are they’re talking about what’s happening but at the start what I want to know what I want to talk about is the person okay without knowing what their problem is when I feel that the client is already comfortable and I’m also comfortable that’s when I proceed to talk about the difficult things to talk to have that difficult conversation.”

Furthermore, Efren and Imelda highlighted the use of humor to lighten up and make the counseling session much lighter to the clients.

Efren: “And then syempre nandoon na yung sinasabi ko, humor is key. Ahme e ako mapilit ako dun e, kahit naba, ewan ko kasi minsan yung iba, ahmm, talagang malungkot, yes, pero kapag hiniritan mo ng malupit na banat, tatawa pa rin e, ewan ko para sa akin.”

Imelda: “How do I establish? So I stay tuned I have humorous conversation I try to lighten up a bit try to have anecdotes stories or if my client has a story to tell ganun as if nag uusap lang kami.”

On the other hand, Eliza and Ligaya establish rapport through gaining their client’s trust.

Eliza: Usually first I establish rapport, then gain trust.”

Ligaya: Yung age old, yung age old establishing rapport diba? Pag nag gain moyung trust, madalina lang.”

There are also counselor-participants who use personal warmth and empathy to establish counseling relationship with clients. Liway and Lualhati mentioned how warmth and empathy works in establishing counseling relationship.

Liway: “...or iencourage ko siya na maging comfortable by the way I speak yun or yun hmm how I attend to student.”

Lualhati: “So basically, it’s being genuine to them and then you will be able to see that you are you try your best to be always there for them.”

In addition, Ligaya also mentioned something about her way of establishing relationship with the clients through offering food.

Ligaya: “Minsan nga kung may pagkain ako, binibigyan ko pa ng pagkain e. “O have you eaten?” Yan talaga. That’s the first thing I usually ask kasi I do not want to talk to somebody with an empty stomach. Sa akin, paniniwala ko rinyun, na hindi papasok yung sinasabi mo sa utak niya kung wala siyang ano sa tiyan. So sabihin mong Maslow yun, hindi pinoy yun. “Kumain ka naba?”. “Nakakain ka naba?” Osige nakakain ka na. “Gusto mo bang uminom ng tubig?” Ganoonganoon ka munana parang accommodation, tapos bago ka kwento kwento, yung ganoon. Kaya alam mo yang pagkain lagi akong meron diyan sa ano meron ako.”

Other counselor-participants shared that they establish counseling relationship with clients by clarifying and establishing the counselor and client’s roles. Lualhati and Mayumi shared that they do this through counseling session such as intake interview and other guidance activities like classroom orientation.

Lualhati: “Uhm since you’re in the school setting before the counseling session you always have that orientation in the classroom. So, they always, at least for us hindiempre even in your school you would taught the students already have an idea that we are there counselors”

Mayumi: “No. First, kasidiba in counseling you have first your intake interview. Uhm, in the intake interview, uhm yunnayung initial part of the relationship. Okay? Then, after the initial interview, is the first counseling session, okay? You get the commitment of the client. You will introduce counseling, you will introduce

yourself to client. Uhm after that it is an opportunity for the client to ask. Okay? So, then in that question and answer part, wherein the client was given time like to ask all the questions possible before you formally start the counseling session, for me is a be- talagang good start already of the counseling relationship.”

It was shown that counselor-participants establish counseling relationship with clients in different ways. Three ways was introduced which includes establishing rapport, use of personal warmth and empathy and clarifying and establishing roles. Some of the counselor-participants found establishing rapport through humor, small talk, and gaining client's trust as a way of getting the interest of the client in the session. These strategies help client to easily connect with client and make them feel comfortable especially on the onset of the counseling relationship. Humor was used to ease tension especially in the initial part of the counseling process. For example, Efren utilized this to establish rapport with his clients. Furthermore, small talk facilitates communication as counselor asks questions to clients to set the mood of the conversation. Trust, on the other hand can be a result of the good communication established between the counselor and the client. One of the categories of *kapwa*, a core construct of Filipino Psychology, is the “Hindi Ibang Tao”. As counselors establish relationship with the clients, they are already identifying them as “Hindi Ibang Tao” or as a significant person in their life. The process of gaining trust manifests a way of interaction with the client which is called as *pakikipagpalagayang-loob* (act of mutual trust). If trust is built with the client and the counselor, establishing counselor-client relationship would be easy. According to Holland (2015), trust is

crucial in the development of student-counselor relationship. Other participants believe that the use of empathy and personal warmth are necessary in building relationship with clients. This sets the type of environment the counselor is creating within the relationship is genuine and accepting. According to Gines (1999), acceptance means recognizing the client with warmth respect for who he is as a person with no discrimination or reservation. She further discussed that empathy is an intimate rapport between the client and the counselor as the counselor participates on what the client is thinking, feeling and expecting. Personal warmth was utilized by counselor-participants, specifically, Sally. She hugs and makes the client feel that she's present and has genuine acceptance of the client during the session. In the book of Gines (1999), she explained that humor "biro" is a type of indigenous counseling approach wherein it is used to being in tuned in to the client's feelings, to his mood as it changes during the sessions. It could be noted that, for example, Efren, who utilized humor, is already using an approach which is indigenous to build rapport with his clients. At the same time, Sally who hugs her client, utilized touch "*haplos*" to comfort and make her client feel warmth. These indigeneous approach of humor "*biro*" and touch "*haplos*" can be seen already to the counselors but they are not fully aware of it as they are submerged into thinking and adopting western counseling approaches and techniques. Moreover, there are counselor-participants who share that they establish relationship with client by clarifying their roles in the session. This includes telling the client the specific roles of the counselor in the counseling session and their roles in it.

Counselor-participants shared their specific role and their client's role in the counseling session, the issues that may occur if counseling relationship or roles are not established and as well as their process of terminating the counseling relationship.

Six counselor roles emerged from the data driven from the counselor-participants. Their roles suggest that a counsellor is (1) a facilitator, (2) a listener, (3) an evaluator, (4) an expert, (5) an individual who offers guidance, and (6) an individual who offers clarification and exploration.

Ligaya and Mayumi shared that as a facilitator, the counselor assists the clients to have realizations that they can solve their own problem.

Ligaya: "So kailangang palabasin ko yun in the sessions. Yung realizations niya, strengthening, empowering her, and then eventually make her confident to handle her own life. To be able to bounce back from adversities. Magiging resilient siya after. Yun ang ano. And also because of resilience you have a more positive flourishing life yunyun." So yunnangayon ang ano ang gagamitin natin, yung strength nayanibu-build natinsiya dun para mayroon siyang kakapitan, tapos magiging confident siya to really make the proper decisions. Now, whatever that decision is, she will be confident enough to stand by it. Whether it is right or wrong, she made that decision and your role is to train her to make decisions. I am a facilitator and I guide the client towards realizing things for herself."

Mayumi: "Yah. Ako talaga it's to give direction ... And making it clear that I am not the one who will solve her problems."

Furthermore, Eliza and Imelda mentioned that their role is to offer guidance to their clients.

Imelda: "Something has to or someone has to guide them in order that their thought processes will be congruent to what they're feeling what they're behaving. And that's where I come in. I'm in a helping profession and my job is to make sure that I fresh out everything and try to dispute whatever negative beliefs they have and try to guide them along the right path if it's not the right path probably the appropriate path or the most not only convenient but the most optimum path that they may want to delve into."

Moreover, Mayumi and Rubi shared that their role is to become evaluators of their clients' goal, actions and responses to their problems.

Mayumi: "... like what I say I while ago, I am here like to help her evaluate her actions and response of the problem that she will be presenting ..."

Additionally, Efren and Liway said that their roles in the counseling session are becoming an expert, and direct client to the solutions of their concerns either the counselee is participating or not.

Efren: "May mga kliyente na di nilamatang- hindi nila tinatanggap yung ideas mo kaya sinasabi ko minsan I tend to become directive ba, nagiging the therapist is the expert nga kung tawagin or teacher, one-way ang punta ng input."

Becoming a good listener is a role that Imelda and Sally possess in dealing with their clients.

Sally: “Ako listener yun talaga ang pinaka nakikita kong role ko in the counseling process but with I can ah well of course it doesn’t mean that I do not speak but hindi naman ganoon ang listening talaga active listening because I can ask question.”

Furthermore, Arnel and Lualhati stated that their role is to offer clarification and exploration of the client’s concerns and difficulties.

Arnel: “... me as a counselor, can help process that emotion for you without you necessarily feeling all the negative emotions.”

On the one hand, the client’s role in the counseling session according to the counselor-participants center on (1) commitment and ownership of the problem and (2) generation of solutions to problem. Arnel and Rubi explained that clients must own one’s problem, become open with their needs, and be committed to the process of counseling.

Arnel: “So, the client therefore needs to be open to the process needs to have needs to be ready for the process ...”

Rubi: “The role of the client of course should. She should be able of course open up, number 1 dapatvery opensiya, in expressing her or his concern”

Furthermore, Eliza and Lualhati mentioned that the client's role is to generate solutions and become the solver of their problems..."

Eliza: "The role of the the client I guess is to also help himself uhm hindi naman counselor lang talaga talagang it's the student who will help who wil help himself."

Lualhati: "Of course, he will be the one to do all the work."

It could be noted that the establishment of roles in the counseling relationship for both the counselor and client is necessary for a smooth conduct of the counseling process. Being a facilitator, an evaluator, listener, expert, and someone who offers guidance, clarification and exploration are the roles counselor participants possessed during the session. On the other hand, the client's role is the one who has the problem and committed on the session and the one who will generate the solution to his concerns. As mentioned in the study made by Robiso (1995), the role of the counselor was described as a listener, facilitator, encourager, guide, friend, helper, and a bridge for broken lines of communication. The role of the counselor and client is very important in the counseling process. It should be established well at the onset of the relationship to have a better flow of communication and to have a strong relationship between the counselor and the client. In addition, these roles must be clarified at the beginning of the session to break the barrier, thereby building understanding between the counselor and the client during the session.

Others mentioned their difficulties in establishing relationship with the clients. Eliza shared how her client hides his problem to her.

Eliza: “Hindi ganoon kadali ma-gain yung trust ng bata. So mayroong iba akala mo pagtinanong mo sila “kamusta ka naman?” and then sasabihin nila “I’m okay” then malalaman mo sa teacher ang dami nanaman niya palang concern so it’s really different per student.”

Lualhati experienced having a client who does not want to confide his concern; However, believes that taking time is necessary.

Lualhati: “It depends on the case though. Sometimes there’s are particular students who won’t really badge who won’t really talk to you so you just need to be there and you just need to be really in there and then you have just to really wait until that particular student is ready that’s I think for me as a counselor that would really be a concern.”

These experiences of difficulty to establish counselor-client relationship put some danger to the counseling itself as it will not be successful. As mentioned by the counselor-participants, there are pressing issues that will emerge if the counseling roles in the relationship is not be established. These issues are (1) compromised counseling relationship, (2) problems are unsolved, and (3) ineffective use of counseling approaches and techniques. Efren, Sally and Ligaya shared how counseling relationship can be comprised if the roles and trust are not established well.

Efren: “Ang problema kapag hindi naintindihan, say for example, sabi ko nga I can be ahmm I see myself sometimes as a parental figure, so ang nagyayari, ahmm. Minsanalam ko parang naka-encounter na din ako ng ganoon na parang nakita ko sa mukha niya napikon siya kasi nga parang yun nga parang ang pilit ko parang ang pilit ko sasinasabi ko napapagalitan na siya so hindi naka-clarify ang role pwedeng mangyari yun. Baka kasimag karoon ng ng ahmm tawag dito may kulay yung interpretasyon nila gawa ng galling sa personal context nila. So yun.”

Sally: “... baka that’s one another thing bakahindisiya mag-flourish in being empowered ah or the other thing is baka tingin niya lang sa akin parang ahh yung surrogate friend nasasabihin niya lang kung ano gusto niyang sabihin tapos ah hind iako I will not ah participate in.”

Ligaya: “Halimbawa, kung hindi nga na-establish yang mga roles na yan bakanga hindi pa bumalik saiyo e. Ini-expect mongbumalik may session kayo tapos yun pala “Ay! Ms. Akala ko kasi hindi natayo magkikita!” “Ay hindi! Diba sinabi ko sayo na magkikitatayo?” Ganiyan ang mangayayari. Kaya magkakaano so papaanoyung follow-up session mo? Walangmai-establish na pattern about a regular session.”

In addition, Ligaya and Lualhati said that the participant mentioned that the use of counseling approaches and techniques might not be effective if roles are not cleared.

Ligaya: “Hindi mo naman yun map-process in one time yung ano e pero as much as possible, lilinawin mo yun especially for me in a school setting, dahil yang mga estudyante nayan paghindi nayan, once lang yan magpapakita sayo, after niyan hindi na yan babalik lalo napag maganda ang pakiramdam, diba?”

Lualhati: “Then the counselor will always be directive and then if the roles are not establish.”

Meanwhile, counselors Liway, Eliza and Mayumi said that the goals of the counseling will not be achieved and be successful if the counseling relationship does not take place.

Liway: “I think hindi magiging successful yung pagachieve ng counseling goals.”

Eliza: “It will not be successful.”

Mayumi: “Maraming magiging unmet expectation. Okay? Especially on the part of the client, okay? Which is also true on the end of the counselor if there’s no discussion of the counselor-client relationship.”

The counselor-participants mentioned that this counseling process ends with the termination of the counseling relationship. Furthermore, they were able to give details on how they terminate the counseling relationship. The following ways are through (1) direct instruction of termination, (2) goal achievement review, (3) referral and (4) assurance and encouragement. Efren explained how

he ends relationship with the client through direct instruction of termination during orientation.

Efren: "Sa termination, umpisa pa langino-orient ko nasila. Ang goal natin is ahmm hindi naman ako parating nandidiyan"

Aside from direct instruction, Sally emphasized that termination will happen through reviewing the goals set at the onset of the counseling process and if these goals are achieved.

Sally: "But if that's for termination already then so parang wrap-up so "what have you. what have we gone so far?" so "remember the time you came here" so parang medyoirecall recall ko siya anong ginawa niya. Basically drawing her into recalling ah when did she come here what did she come her for and then at the end so "what have you earned from the sessions?" that's part of the termination phase that I do."

Additionally, Lualhati stated that she ends relationship with the clients through referral, for instance if the client graduates or moves to another level.

Lualhati: "So, if you're going to ask me about ending the relationship it will end the moment after they graduated but for the session, say for example during my time in Grade 10 and usually say those na we achieve our goals. This particular student is still for follow-up. So, what I usually do is to confer with the counselor who will handle the particular student. Then if possible be included for the follow-up list if ever then monitoring agad"

Moreover, giving encouragement and assurance that the clients can go back if they experience any problem again is what Arnel mentioned to terminate a counseling relationship.

Arnel: "Well with regard to the relationship, here in school there is always a like a disclaimer of some sort that whenever there is a need for the client to come back and speak with me that would be an opportunity or that would be open for that client so that means the session is terminated for that however the relationship is still continuous as any purpose of any reason for a consultation they can come in and consult with me."

Counselor-participants had difficulty in establishing relationship with clients. Eliza and Lualhati shared both of their experiences wherein either of their clients hide or confide their problems to them. Their concerns were brought up because the relationship was not established well, thereby, affecting the communication and trust which are powerful tool in establishing relationship with clients. Furthermore, it was discussed that there are issues that may arise if the roles and relationship will not be well-established. These include issues such as compromised counseling relationship, problems that are unsolved, and ineffective use of counseling approaches and techniques. All of these issues can be faced by practicing counselors in the field if the counselor failed to establish relationship with the client especially on the onset or initial stage of their interaction and relationship. The counselor participant also told their ways of terminating the counseling relationship. They usually end a counseling relationship by direct instruction of termination, goal achievement review, referral and assurance and encouragement. These four ways help them to peacefully end the

counseling relationship. Through orientation and direct instruction about termination, the counselor is giving a client first-hand information of what will happen throughout the counseling process which is very important for both of them. Counselor-participants also end counseling relationship by reviewing the goals, if it was reach or if there is a need to create another goal or refer the client to another counselor if he or she transfers to another level. Assurance and commitment are given to positively end the session and make the client feel that they are still welcome to come if they experience a different problem needed to be solved.

Research Problem 2.3: How is Filipino Counselors' personal guiding theory of counseling manifested in the counseling plan?

Table 9

Emerging themes of the Filipino Counselors' Personal Guiding Theory of Counseling manifestation on Counseling Plan

Themes	Description	Indicative Statements	Participants
Counselor spontaneously creates a counseling plan.	The counselors' belief about human nature assists counselor to automatically creates a counseling plan.	<i>"Of course, yeah. Because in any theory we have, which is related to your view of human nature, it involves a process on how you would be able to create a counseling. So, your counseling plan should also be based on what you believed in and your counseling theory." - Rubi</i>	Efren, Ligaya, Eliza, Arnel, Lualhati, Liway, Rubi, Imelda F=8
Counselor becomes non-judgmental and avoid being biased in the process of creating a counseling plan.	The counselors' belief about human nature assist counselor to avoid being biased and be non-judgmental in creating a counseling plan.	<i>"Like for example yungsinabi ko sayokaninadiba? Yung uniqueness ng tao, okay? Like uhm because I appreciate the person to be unique so, alammoyun, you avoid being judgemental, which is very wrong in the profession. And it also allows me like to also not to be biased." - Mayumi</i>	Sally, Mayumi F=2

Table 9 shows the emerging themes on how Filipino counselors' personal guiding theory of counseling manifested in the counseling plan. Counselors' personal guiding theory of counseling affects their counseling plan as evidenced in the following sharing of best practices. More specifically these counselors, (1) naturally create a counseling plan based on their belief about human nature and the clients' needs and (2) become non-judgmental in creating the counseling plan.

Counselor naturally creates a counseling plan based on their belief

about human nature and their needs. Based on the results generated from the interviews, eight (8) counselors explained that their personal guiding theory of counseling helps them to create a counseling plan. As stated by Efren, he can automatically think of a plan by looking to the client's human nature. *"Uhm, Oo automatic nangaiyon e, saumpisa, titingnanmoyung, titingnanmoyung cognitions niya, yung understanding niya about his or her situation and predicament then challenge or confront kung kinakailangan. And then ahmm basically dun kagad treatment plan nakasingayunnayung nagiging ano ko ang anchor ko na basic understanding kaya ano kaya pwedenatingtirahinagadyung problemanayan."* Moreover, he said that having a template at the back of his mind is already present in creating a counseling plan. *"So yunahm, for counseling plan, parang meronnangang ready template yansa mind ko e, na ano e na kung anonggagawin."* In addition, Ligaya shared her experience for creating a counseling plan which is based on her belief. *"Oo. Lahat yan. Lahat yan. Actually magfo-flow from there. Kasi uhm peromeronkasimeronkasing step nasinusunod ko for case conceptualization perosumusunodlangyung belief ko as a goal."*

Sumusunodsiya because it's my goal. ". Also, Eliza explained her counseling plan is greatly influenced by the needs of her clients. "*Gaya ng sabi ko kaninabawatisa ay different, may different concerns, different needs uhm nakakaapektosiya in a way kasi since different ngayung approach niya through that different yung needs niya so kumbagayung approach in terms of planning would be different and nakakaapektoyun dun sa client.*". Similarly, Arnel said that he believes in the importance of tailor-fitting his counseling plan to the needs of his clients. "*Okay. I always believe in the framework wherein I can tailor fit my counseling plan to my client's needs there are people who would need to know. ... I have to talk with the person and find out the experience of the person for me to tailor fit the counseling plan on the person himself so other factors would be yung mga ganyan mga diagnosis for me doesn't matter it has to be the person itself or the experiences of the person.*". In the same way, Lualhati prioritizes the severity of the concern of the client in making the counseling plan. "*Of course, I see them as good but they are maladjusting cause of certain stimulus or stimuli. I'll try to make the, I try to make the treatment plan in such a way it depends on the severity of the concern.*" Furthermore, Liway considers her conceptualization of the case through the information gathered from the client and her belief about it to make a counseling plan. "*Uhm siguro yun kapag kino-conceptualize ko nayung case so parang nile-laydown ko kasi dun kung ano yung uhm ano ba yung nagging dahilan, paano siya nagiging dysfunctional like that and then uhm ano yung pinag huhugutan ganoon tapos uhm after that ano yung capacity niya kung, na parang sa doctor diba ano yung prognosis mo parang yung capacity niya na magrecover ganoon so ilang sessions ba ang dapat ia-a lot namin para matutunannyayung*

skill na ito yung ganoon.” Likewise, Imelda reflects its counseling plan to the belief she has, which is inclined to the belief she is anchored with. “Well like what aside from what I’ve said earlier that will be my guiding point. Ooyunlang. That will be my guiding point on how I go about in doing my counseling plan. So most of my methodologies will have to depend like applying my Rogers thingy, may Gordon Alport, may Bandura, may Urie Bronfenbrenner that will come into place but then again. But when I create such it doesn’t really what it’s not what really the client needs so that’s when the other methodologies come in from which are not for me kinda humanistic but it is very helpful.”.

The Filipino counselors’ personal guiding theory of counseling manifested in the counseling plan as counselors can naturally create a counseling plan based on their belief about human nature and their needs. The findings show that Filipino counselors’ personal guiding theory of counseling assisted counselors to be spontaneous in creating the counseling plan. On the case of Rubi, every theory in which her beliefs are inclined have a specific way of doing counseling plan which helps her to easily create one. On the other hand, Ligaya, Eliza, Arnel and Luahalti explained that their belief impacts the way they will create their counseling plan. They consider greatly the needs of the client or the severity of the concern, thus, a need to tailor fit the belief to needs to greatly help the client to achieve the goal is necessary. Efren emphasized that in his practice, there is already a plan on the back of his mind which can be translate into a formal written counseling plan based on his personal guiding theory of counseling or belief about human nature. Nonetheless, it is important for Liway and Imelda to

gather relevant information about the client and reflect on their beliefs to further assist them.

Counselor becomes non-judgmental in creating the counseling plan.

Two (2) counselor argued that their personal guiding theory of counseling assists them to become non-judgmental in creating a counseling plan. As stated by Sally, her belief draws her professionalism. *“Does it affect? Uhm, yes very much kasi as I have said that’s you draw uhm parang that’s where I draw my professionalism from nuh ah all these beliefs that I have. So it affects in a way na when ah when we deal with when I draw the student into coming up with what is it she will go through or what does she wants to do with everything that we have talked about ah it will all go back to how will you see yourself how do you see yourself here where do you see your goodness here where do you see your strength here how do you see your strength coming into play here.”*. She also explained that part of her being a professional is being non-judgmental in terms of doing the counseling plan. *“Akonaman on my part, in terms of my counseling plan for this client as the professional is just uhm to understand that uhm I cannot be judgmental I cannot ah I cannot ah parang ah the counselee is coming from and kahitanong culture ang kinalakihan niya ay siyayun. I cannot judge people around her I cannot think I cannot think that I do away of thinking that masama or mali talaga sa pagpapalaki so ano yun parang I’m just being away I think what’s how basically it affects me just being aware that ah my belief is that people are good and so hindi ako pwedeng mag-judge for my counselee for the people around even the people who are not she’s not okay with.”*

The Filipino counselors' personal guiding theory of counseling manifested in the counseling plan as counselor's belief assist counselors to become non-judgmental in creating the counseling plan. On the case of Sally, she draws her professionalism, and part of it is becoming non-judgmental in doing the counseling plan. While on the experience of Mayumi, as she appreciates her client as an individual, her belief that they are unique, she avoids becoming judgmental and avoid being biased which is reflected on her counseling plan.

Counselor-participants spontaneously create counseling plan based on their personal guiding theory of counseling. In addition, they become non-judgmental in doing the counseling plan. It could be noted that personal guiding theory of counseling really helps counselor in creating their counseling plan. It assists them to be automatic and steadfast in creating a plan for their clients. Their belief about human nature guides them to determine what kind of counseling plan can be created for the client specifically for their concerns. Furthermore, counselor-participants expressed professionalism as they are guided with their belief about human nature. That let them not to be biased and avoid being judgmental on the process while creating the counseling plan.

Table 10

Content of a counseling plan and evidence of a successful counseling plan

Content of a counseling plan	Description	Indicative Statements	Evidence of a successful counseling plan	Description	Indicative Statements
History and Background of the Client (Efren, Liway, Sally, Ligaya, Arnel) F=5	The counseling plan should have the basic information' s about the client which includes the history and background of the client.	<i>"Of course, kailangan very in-depth talagayungkailangangalam ko about the client para alam ko ... very importantyung background of the client. Tapos, ano pa parang malalaman ko paanobasiyamagooperatepaano siyamagiisip, ganoon"- Liway</i>	Achievement of goal (Liway, Sally, Lualhati, Mayumi) F=4	A counseling plan is successful if the goal/s are achieved.	<i>"So semprepag may result of course if it has been tried and has taken on certain results in the, with my client and us" – Sally</i>
Problem and needs of the client (Eliza, Imelda, Mayumi, Rubi) F=4	The counseling plan should have the information' s about the client's problem, concern, needs and the counselor's conceptualization of it.	<i>"Of course, the plan is, the first thing you should consider in making a plan kasi is of course the presenting problem of the client," – Rubi</i>	Change of behavior (Efren, Eliza, Imelda, Lualhati) F=4	A counseling plan is successful if there's a positive change in the behavior of the client.	<i>"Successful counseling plan. If the person or the client is able to function from day one that he had the problem that he had the dilemma"- Imelda</i>
Goals of the counseling (Sally, Lualhati, Mayumi, Rubi) F=4	The counseling plan should have the information' s about the goal/s of the session/s.	<i>"Uhm, yung mga parts, ang sakintalaga ay yung counseling goals, very importantyun. Like uhm. semprenuh, ano yung mga goals ko for the client, there. Based on the conceptualization ko of the problem presented" – Mayumi</i>	Positive feedback from client (Eliza, Imelda, Sally) F=3	A counseling plan is successful if clients give positive feedback about the counseling session/s.	<i>"Syempredependinsa feedback ng client." – Eliza</i>

Table 10 shows the elaboration of the emerging themes on how Filipino counselors' personal guiding theory of counseling manifested in the counseling plan. The themes emerged includes *the content of a counseling plan* and *evidenced of a successful counseling plan*.

Counselor-participants shared how their belief about human nature contributes to the content of their counseling plan. According to the responses of the counselor-participants, it was noted that three main things that the counselors consider in making counseling plan. Counseling plan should contain the (1) history and background of the client, (2) problem and needs of the client, and (3) goals of the counseling.

Sally and Ligaya mentioned that they consider the history and background of the clients, which are relevant in creating the counseling plan because it gives basic information about the clients.

Sally: "Ano namanako very simple lang straightforward the counseling plan for me is that first we need to be able to find what are the factors that ah contribute to issue or concern."

Ligaya: "So paano ko gagawin? Know the person, alamin ko what is bothering her, alamin ko kung may history batiya ng mental concerns in the past. Dibayunung history niya. Tapos alamin ko kung may ganiyang nangyari before."

Other counselors take into account the client's problem and needs. Eliza and Mayumi shared that they have high regards about putting the sets of information about the client's problems, concerns, and needs.

Eliza: “The needs of the student”

Mayumi: “Uhm, sempre, how I conceptualize the problem of the client. That is what I am using in coming up with my counseling plan”

On the other hand, other counselor-participants said that a counseling plan should have the goals of the counseling. Lualhati and Rubi expressed their thoughts on the importance of having the information about goals of the session in the counseling plan whether it was brought up by the case conceptualization of the counselor or the needs of the client.

Lualhati: “So, first is of course, “so these are the thing I would like you to do, these are the goals you want to achieve”. We try to see what’s immediate, what’s needed. And then uhm I plan it out. So, in a way have the concern of that particular student and yeah then plan it out what needs to be done”.

Rubi: “... and you have to make sure that in every session, you have to make sure in every session that you have your goal of your own to take”

In addition, the counselor-participants mentioned their view of a success counseling plan. These involve (1) achievement of goal, (2) change of behavior, and (3) positive feedback from client.

Liway and Mayumi shared that a successful counseling plan means that the goals set for the counseling is achieved. For them, it is an indicator of success because the goals per session were met.

Liway: “Yun kapag successful siya kung naachieveyung goals. Kasi yunyunglaging indicator ko e kung na-achieve yung goals. Like kung naachievenabanatin to oh if yes, so case closed.”

Mayumi: “We achieve our goal per session.”

Counselor-participants shared that a successful counseling plan carried out a change in behavior among their clients. Efren and Eliza explained that a counseling plan is successful if the client was able to understand his own situations, offer solution to one's problem and grow in the process.

Efren: “Una kapagnakapag-express nasiya ng understanding about his or her situation, alamnaniya kung anongnangyayari, so kung bakitnangyayari ang mgabagaybagay. Pangalawa kung siyamismo ang magoffer, kahityunngalangeeyung number 1 langnanaiintindihannaniya.”

Lualhati: “... you can also see the growth of that particular student.”

Imelda and Sally shared that a successful counseling plan creates positive feedback from clients. They averted that it is a success if clients give some feedback that they are okay and if they give valuable comments and feedback on the interventions given to them.

Imelda: “Instead of coming to me with a problem from time to time sabiniya I'm okay I'm doing well, Ms. I have a problem but I may be able to solve them by my own that for me is a successful action plan”

Sally: “Kung silamismo ang magrereportna they were able to tried out and see the good in it. Whether or not they want to continue doing it or trying out some

other strategies it's really just up to them but if the report that certain results from whatever be it simple intervention"

Counselor-participants also expressed their experience of difficulty of creating a counseling plan. Sally mentioned that it is difficult to create a plan in the beginning especially when she is starting her practice.

Sally: "Ah mahirapsaumpisa e when I was starting."

Efren expressed his disappointment with the creation of a counseling plan over a client who does not finish attending counseling sessions.

Efren: "Ang disappointment ko lang dun is that kapag hindi na bumalik yung bata tapos pinag isipan mo pa yung gagawin mo, so grabe, tapos minsan pa niyan dahil nga ano, alam mo yun pagbalik nila, okay na sila, yung ganun lang, so bakit pa ako nag-treatment plan."

In addition, Mayumi described it as tedious task.

Mayumi: "Ang tedious niya, okay?"

Furthermore, the number of clients handled by Eliza limits her capacity to create a written counseling plan, which makes it toxic but important for her.

Eliza: "First, uhm ang dami ko kasing handle from Preschool to Senior High School. They have different issues and making a plan kumbaga additional work siya. So usually talaga hindi na ako nakakapaggawa ng written plan like nasautak ko na lang. Dapat talaga yun yung ideal so it's really yung nga sabi ko challenging siya toxic pero dapat talaga may counseling plan."

However, Rubi expressed that creating a counseling plan would be easy if you have a guiding approach.

Rubi: "Counseling plans, I believe it won't be difficult if you have a guiding approach. Uh probably that's one of the advantages of having one principle that you mastered. Cause if you are guided by that principle, you know what to do already."

Counselor participants' personal guiding theory let the counselor to do their counseling plan easily. It contributes in identifying easily the cause of the client's difficulties and the goals that may be helpful for the client to solve such difficulties. In creating the counseling plan, the counselor-participants considers the history and background of the client, their problems and needs and the goals of counseling. The mentioned components of the counseling plan help counselor-participants in recognizing the things necessary for them to help their client. They also shared that in order for a successful counseling plan to exist; three things should be present in which goals of the counseling were achieved, if there's a change in the behavior of the client, and if the client gives positive feedback on the conducted sessions. Having a difficulty in creating the counseling plan was also expressed by the counselor-participants especially at the beginning of their practice. In addition, there is an expression of disappointment whenever the client doesn't continue the counseling session amidst the fact that the counselor has created a carefully planned counseling plan. They described it as a tedious task that at times, they cannot do at all because of the many tasks they are bound to do as counselors which includes doing workload, creating counseling notes and other programs and activities. Hence, it was believed that if you have a guiding approach in counseling, creating a plan would be easy in the practice.

CHAPTER 4

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Summary of the Study

This study presented and described in-depth the Filipino counselors' personal guiding theory of counseling. A qualitative research through a case study method was chosen to give a descriptive and full understanding of the Filipino counselors' personal guiding theory of counseling and how it is manifested in their counseling practice specifically in the choice and use of counseling approaches and techniques, counselor-client relationship and counseling plan. A semi-structured interview was done to participants for 1 hour to capture the necessary data needed for the study. They were given an informed consent which oriented them with the necessary details about the study and other ethical considerations for their confidentiality and protection. The researcher was able to develop codes and themes necessary to describe the result of this study. Then, conclusions and recommendations were drawn.

Summary of Findings

This portion summarize the general concepts of the Personal guiding theory of counseling of Filipino counselors and how this manifest to their choice and use of counseling approaches and techniques, counselor-client relationship, and counseling plan.

The Filipino Counselors Personal Guiding Theory of Counseling centers on the belief that individuals can learn and are capable of solving their difficulties, individuals are

good, individuals are unique, individuals can make good decisions in life and (5) individuals driven by needs. Based on the results of the interviews conducted among the counselor participants, most of the participants' personal guiding theory of counseling center on the belief that individuals can learn and are capable of solving their own difficulties. They believe that people have the capacity to handle, manage and solve their own problems and difficulties to have a better life. In addition, some of the participant's personal guiding theory of counseling revolves on the belief that individuals are good. They perceive that every individual is good and capable of goodness. There are also counselors whose personal guiding theory of counseling focuses their belief that individuals are unique. They see individuals as unique and different to each other. Moreover, individuals can make good decisions in life is also a part of the personal guiding theory of counseling of the participants. They certainly believe that individuals are capable of creating wise and good decisions in their life. Lastly, there are counselors whose personal guiding theory of counseling has the belief that individuals are driven by their need. They said that individuals have needs that they want to achieve and fulfill. It can be determined that based on their personal guiding theory of counseling, Filipino counselors inclined themselves to Humanistic-Existential perspective. Furthermore, their personal guiding theory of counseling is developed through their education and training, personal experiences and professional practice. These experiences greatly influenced the counselors' belief about human nature.

The results of the interview conducted from the counselor participants showed that the personal guiding theory of counseling manifests to the choice and use of counseling approaches and techniques as stated by the following themes: a counselor spontaneously

choose and use counseling approaches and techniques based on their belief about human nature (e.g. as unique, good, are driven of needs, can solve their difficulties and make good decisions in life). The counselor participants automatically choose and use counseling approaches and techniques based on their personal guiding theory of counseling. Furthermore, a counselor utilizes counseling approaches and techniques because their beliefs are aligned with their experiences. Counselor participants utilize certain counseling approaches and techniques based on their experiences aligned with their beliefs. Lastly, counselor makes use of counseling approaches and techniques based on their professional acumen (intuition). Counselor participants choose and use counseling approaches and techniques based on the professional acumen (intuition) anchored with their belief. Personal guiding theory of counseling provides counselor's identity to identify the kind of approaches and techniques he or she will use with the clients. Furthermore, in their practice of counseling, four major theoretical orientation emerged in the interview. This includes Cognitive-Behavioral therapy, Humanistic-existential therapy, Reality therapy and Eclectic approach. It serves as their guiding approach in dealing with their clients and helps them with their problems and difficulties. Moreover, counselor participants utilized different counseling approaches and techniques that are not aligned with the belief they have. They tend to adopt counseling approaches and techniques that they believed is inclined with their personal guiding theory of counseling. Additionally, counselor participants shared their experiences of having trouble in the aspect of choosing and using counseling approaches and techniques. Some of them experienced difficulty in choosing and using counseling approaches and techniques at the onset of their counseling practice. Other counselor participants also experienced struggle, trouble and doubted themselves with regards the choice and use of counseling approaches and techniques. However, in

general, they believed that their personal guiding theory of counseling helps them to easily choose and use counseling approaches and techniques.

Based on the results of the interviews conducted among the counselor participants, the personal guiding theory of counseling manifests to the counselor-client relationship as stated by the following themes: counselor connects well and build harmonious relationships with clients. Counselor participants believe that their personal guiding theory of counseling guides them to have good communication and develop harmonious relationship with client and that counselor becomes careful and wary in building and maintaining relationships with clients. Counselor participants believe that their personal guiding theory of counseling guides them to be careful in creating and sustaining relationship with client. The results show that they build relationship with client through building rapport, gaining the client's trust, clarifying, and establishing roles, and using personal warmth and empathy. In establishing relationship with clients, there are counselor-participants who used humor "biro" and touch "haplos" in establish relationship with client. The counselor-participants are not fully aware that those strategies are already indigenous approach to counseling because they are inclined of using counseling approaches and techniques that they adopt in the Western ideas which was brought and developed and was given focused during their education and training. Moreover, being a facilitator, a listener, an evaluator, an expert, offers guidance, exploration and clarification should be the roles of the counselors. On the other hand, client's role must be committed and be able to generate solution to his own problems. Some of the counselor-participants experienced difficulty in establishing relationship with client. Some of the counselor's client hid and don't confide their problem with their counselors because the relationship

was not fully established. If the counselor-client relationship will not be established, the counseling relationship will be compromised, problems will be unsolved, and ineffectiveness on the use of counseling approaches and techniques will occur. Hence, they believe that their personal guiding theory of counseling helps them to easily establish relationship with clients. Lastly, in terminating counseling relationship, counselor participants do goal achievement review, direct instruction of termination, referral, and giving of assurance and encouragement.

The results of the interview conducted from the counselor participants showed that the personal guiding theory of counseling manifests to the counseling plan as stated by the following themes: a counselor naturally creates a counseling plan based on their belief about human nature and their needs. Moreover, counselor becomes non-judgmental in creating the counseling plan. Having their personal guiding theory of counseling, counselor becomes non-judgmental in creating the counseling plan. In making a counseling plan, counselor participants take into account three contents which include the history and background of the client, the problem and the needs of the client and the goals of counseling. Furthermore, the counselor participants believe that a successful counseling plan means achievement of the goals set for the sessions, change to the behavior of the client, and that client provides positive feedback about the sessions. According to some if not all the counselor participants, they have experienced difficulty in creating a counseling plan. Some described the process of creating a counseling plan as tedious because formalizing such will take time and they cannot do it immediately as they are handling also a lot of other clients. Hence, it was believed by the counselor-participants that personal guiding theory of counseling is necessary to easily create a counseling plan.

Limitations of the study

Limitations can be described as factors that the researcher has no control over but may impact the findings. Like any other researches, this research holds some limitations. The following are the limitations that bore in this study.

1. The sample participants and profile of the study were consisted of 10 practicing counselors from private school institutions. In addition, although the participants came from different age level, more female counselors were recruited as participants of this study than male counselors, at the same time, there are more counselors recruited in this study who handles secondary to tertiary level than primary level. These limitations may influence their view about human nature and the overall conception of the Filipino counselor's personal guiding theory of counseling.
2. The source of data for this qualitative case study research was only interview. Although it covered an in-depth description and understanding of the topic, the use of multiple sources of data may rise to more compelling result.
3. The study only focused on how personal guiding theory of counseling affects the participant's choice and use of counseling approaches and techniques, establishing counselor-client relationship and counseling plan and doesn't include other guidance and counseling related tasks.

Conclusions

Based on the data driven from the participants the following conclusions were drawn:

1. Counselor participants still anchor their belief through a western perspective, specifically Humanistic-Existential, which centers on the belief that individuals can learn and are capable of solving their difficulties and make good decisions in life, are good, are unique, and are driven by their needs. Hence, a need to identify one's personal guiding theory of counseling should be carried by Filipino counselors in their practice of counseling.
2. Counselor participants anchored their belief to the available western approaches and techniques and adopt it in dealing with student's problem. Nevertheless, they utilize different and diverse counseling techniques which at times are not inclined to the main approach/es they are using and at the same time utilized counseling approaches and techniques which are not inclined with their personal guiding theory of counseling. Aligning the techniques to the approach/es to their personal guiding theory of counseling will better facilitate their counseling practice and make it more efficient and relevant towards understanding and helping their client with their needs.
3. Counselor participants have experienced difficulty in establishing relationship with client which includes clients who hid and don't confide their problems because the relationship is not well-established. In addition, understanding of the roles of both

counselor and client is necessary for effective establishment of counseling relationship. Furthermore, it was found out that some of the counselor participants are using indigenous counseling approaches and techniques in establishing relationship with client, these approaches include humor “biro” and touch “haplos”. In addition to this process, time, gaining trust and techniques to facilitate conversation are very important factors toward establishing relationship with clients.

4. Counselor participants had a difficulty creating and aligning their counseling plan with their personal guiding theory of counseling brought by the lack of time counselor has in doing and formalizing a counseling plan because of the number of clients and workload they have and other counseling-related tasks in which they need to comply. Therefore, considering a more efficient practice of doing a plan through mentoring is needed in the practice.

Recommendations

In the light of foregoing findings and conclusions, the following recommendations were given:

1. Development and validation of both standardized and non-standardized tools in assessing and evaluating the personal guiding theory of counseling of Filipino counselors is recommended to be done by future researchers to further explore the Filipino counselors’ personal guiding theory of counseling. It is also suggested for them to integrate qualitative indigenous research methods in illuminating what

really is the personal guiding theory of Filipino counselors and how this theory develops and evolves in the practice.

2. Counselors and other mental health professionals are encouraged to become more reflexive in their own professional practice by means of evaluating their counseling strategies and techniques, their strengths and weaknesses as individuals and as practitioners, their helping philosophy, and their personal and professional experiences. Through this reflexive process, it is expected that they develop a more integrative professional practice, anchored with their personal guiding theory of counseling.
3. It is suggested for counseling practitioners to explore, review and recalibrate their ways of establishing relationship with their clients. This would help them to be more in-tune with the client's mood and feelings as they enter the counseling room. This can be done through having collaboration and sharing of best practices with the co-counselors and counseling supervisor and/or inclusion of the topic to their respective counselor training development program.
4. It is highly recommended for the counselor-leaders and administrators to establish a coaching and mentoring culture in the organization where both the junior and senior counselors help each other in informing each other's professional practice and personal guiding theory in counseling. Through this scheme, a program is suggested to be integrated in the individual development plan of counselors so as to better help them manage their workload, use appropriate counseling tools and techniques in handling cases, and provide avenues for collaboration in designing responsive counseling intervention plans. Counseling supervision should be more

evident in the development of a personal guiding theory of counseling among counselors and in the application of such in their professional practice.

5. A similar study can be conducted by future researchers by recruiting more male counselor participants, counselors who handle primary levels, and also counselors who practice counseling outside school setting to explore more the Filipino Counselor's personal guiding theory of counseling.
6. It is recommended for future researchers to utilize multiple sources of data which may help to create more compelling results. Thus, expanding the result of this study which will help counseling practitioners in their practice.
7. Future researchers can make a study to further explore the effectiveness of Humanistic counseling approaches and techniques in helping Filipino clients with their problems and difficulties. In this way, Filipino counselors can determine its efficiency and applicability to the different needs of clients both the regular and special cases.
8. Guidance counselors and/or counseling practitioners in schools may create a study on the efficiency and effectiveness of the different counseling activities done in their own institutions that centers on their application of counseling approaches and techniques, rapport-building and in creating counseling intervention plans. This would help them evaluate their practice and generate possible plan of actions to improve their mechanism in conducting such counseling activities.
9. A similar study can be done and adopted in the field of education to help teachers establish and build their own personal philosophy that will contribute a lot to their practice which can be beneficial to the student's learning and development.

10. It is recommended for institution offering counseling education to have a course specifically built to help graduate students in developing their own personal guiding theory of counseling and how theory and practice be integrated to systematic and productive ways. Furthermore, practice oriented and long-term in-service training can be organized to increase the effectiveness and efficiency of the trainings done by counseleingpactictioners in developing their persona guiding theory of counseling.

Appendix

Appendix A

INDIVIDUAL CASE NARRATIVE

Counselor 1

Efren

Personal Guiding Theory of Counseling

Efren believes that behavior is learned. Thus, he considers that individuals have the capacity to help themselves through learning what they experience which shape their responses to the world. *“In general. That would be that. Behavior is learned and that um people is are generally capable of helping themselves. We can’t help but learn either by directly experiencing or by vicarious experience and that um learning is how we shaped our responses to the world”. In this regard, behavior is learned through the personal experience of the person wherein understanding and interpretation of these experiences is what really matters. “Since behavior is learned it has a lot to do with the personal experiences of the person. So tawag dito, idiographic na experience nila or unqiues experiences nila, and unique perception and understanding of the experience and interpretation of the experience is what matters.”.* If the individual fails to have good interpreataion of his experiences, it will lead to faulty solution and responses which is the nature of the client’s problem. *“Problematic behavioral patterns are learned. And these are faulty solutions to, there faulty responses rather to their concerns. So yun nga, ahmm yun nga if yung interpretation nga nila hindi maganda, chances are yung solutions will be inappropriate”.* These beliefs he has were acquired and developed by his practice, formal schooling and his personal preference. *“Ahmm siguro through counseling practice. Added my formal schooling and then lastly, it’s a matter of personal preference because it makes a lot of sense noh like If you would anchor yourself in psychoanalytic belief parang ang hirap paniwalaan. Uhm It just makes a lot of sense. A lot more of sense than rather to believe that people’s problems are learned. Their behaviors are learned”.*

Choice and Use of Counseling Approaches and Techniques

According to Efren, since the view of the client’s problem can be categorize easily, it helps him to automatically choose and use a counseling approaches and techniques. *“Truthfully for me, um may nangyayari kasing parang ano e, nagiging automatic na din yung ah tingin mo sa, parang meron ka na agad categorical ano e categorical. You can categorize problems kaagad. And usually kapag nasa experience naming, usually sa school um. yun dahil nga yun ang pinaniniwalaan ko”.* In addition, through his personal acumen anchored to his belief, he could determine the kind of approach and technique he will use to his clients. *“Depende kasi sa kliyente, ewan ko ha, pero mas, mas may gut, hindi, may gut feel, yes meron may feel, na para ito ang kailangan nung tao”.* In his counseling practice, he leans more on the cognitive trend and solution-focused therapy. *“I usually lean more on cognitive, the cognitive trend and then the solution focused. Ano yung tawag diyan? Social construction. Social constructivist ata. He is utilizing the said approaches because he also considers other factors such as the number of clients who visits counseling and if it will empower his clients. “Pagka ganoon, matic yun. Pag academic counseling, matic yun, solution focused talaga ang preferred naming kasi rapid. Pangalawa, dagsa kasi ang estudyante. Okay? And ayun nga. It banks more on empowering the students. So yun yung ano namin dun, um, kaya yun din nagiging preference. Kapag naman voluntary, just like let’s say for example talaga, emotional worries, may mga worries ganiyan, then you go for cognitive, pag academic concerns, usually solution-focused kami talaga. Kasi nga gusto nila madalian. At yung mga ano naman, nagke-claim na depressed sila or kung ano man, then we go cognitive”.* Some of the counseling techniques he utilizes consists of scaling and miracle techniques, confrontation, feedback giving and challenging the thinking. *“For academics, the bulk of solution focused, scaling questions, miracle questions, tiyaka feedback, very important sa mga bata yung feedback. Sa cognitive naman, confrontational tiyaka challenging the thinking, minsan, I am going to, anong tawag dito, kasi kapag nag aaron beck ka parang medyo limiting din, epecially kapag although it still under the cognitive trend, yung rational emotive, minsan kasi may ganoon sila, pag more on emotions”.*

Establishing Client-Counselor Relationship

Efren believes that having small talk will make the client be more open and that humor is the key to build relationship with client. *“I used small talk very freely. Yun talaga. To get them to loosen and open up. And then syempre nandoon na yung sinasabi ko, humor is key. Ahm ee ako mapilit ako dun e, kahit na ba, ewan ko kasi minsan yung iba, ahmm, talagang malungkot, yes, pero kapag hiniritan mo ng malupit na banat, tatawa pa rin e, ewan ko para sa akin kasi gauge yun ng emotional state ng tao na kung sobrang hindi na natatawa to. Okay I don’t take it up against myself na siguro I throw a bad joke pero ahm, alam mo yun, meron at meron yan e. Meron pa rin yan, ma light pa rin yan. Pwedeng ipakita na pwedeng makapasok duon by ah by using humor, that’s how I usually establish rapport and relationship.”* He thinks that being serious will not be helpful in establishing relationship with client so he throw out puns and joke to lighten up their conversation during the counseling session. *“Kasi parang pag sobrang seryoso, figuratively lang ah, it’s like having a dark cloud over your room. So ganoon yung, yung feeling ko nun kaya occasionally I will throw puns, jokes, para ano na. So yun yung ano ano ko pagna establish ko ng rapport. Tiyaka madali kapag medyo napatawa mo na. medyo na lighten up mo na. Katulad nga niyan, pwede na siyang magisip ng pang alternative or pwede na niyang tanggapin yung alternative na ino-offer ko”. So, for him, humor plays a big role in building relationship with client especially if their minds are clouded with negative thoughts. “So kapag hindi mo maintindihan yung emotion, wala kang makukuha sa rational mind. So yun ang ginagawa ko kaya humor is key. Kasi nga I want to, I want to you know figuratively show away the dark cloud. Ahhmm yung nga malinawan talaga ung tao. Yun ang pagbu-build ko ng relationship”.* He believes that in establishing relationship with client, roles are important. According to him, his role as a counselor depends on the client, which can be directive if the client is hardheaded. *“Depende e depende sa kliyente. Yun nga katulad ng sabi ko. May mga kliyente na di nila matang hindi nila tinatanggap yung ideas mo kaya sinasabi ko minsan I tend to become directive ba, nagiging the therapist is the expert nga kung tawagin or teacher, one-way ang punta ng input. Ahmm pag ganoon ang kliyente like mga hardboiled egg na ewan.”* But if not, in general, he believes he’s more of a facilitative counselor. *“So ahmm depende sa client, yung approach ko talaga is more of a facilitator”.* Thus, he believes that him being a facilitator, his client role is to generate solutions for his problem. *“Like tatanungin mo na lang kung anong kaya nila sa situation. Ano ba yung kaya nilang gawin personally kasi nga you are not the, you’re not always there by their side. Kaya ganoon. Kaya sila talaga ang mag generate ng solution nila”.* He believes that if the counseling relationship is not established, roles will not be identified and both the counselor and client may feel negative emotion toward each other as per his experienced. *“Yun na. pwede na ako magalit. Pwede ring magalit yung client. Ahmm yun yung ano kasi duon e. Minsan alam ko parang naka-encounter na din ako ng ganoon na parang nakita ko sa mukha niya napikon siya kasi nga parang yun nga parang ang pilit ko parang ang pilit ko sa sinasabi ko napapagalitan na siya so hindi naka-clarify ang role pwedeng mangyari yun. Baka kasi magkaroon ng ng ahmm tawag dito may kulay yung interpretasyon nila gawa ng galling sa personal context nila. So yun.”* He usually terminates relationship with cliuent through orientation at the beginning of the session and by giving feedback and encouragement. *“Sa termination, umpisa pa lang ino-orient ko na sila. Ang goal natin is ahmm hindi naman ako parating nandidiyan. So you need to learn how to cope with this particular problem of yours and then ahm pagdating na ng dulo recap. Recap mo muna, ano na yung mga progress niya, what has changed from point the first day, from first and last, and then yung nga medyo naghahalo na nga yun, pagdating sa dulo medyo nagiging solution focused na rin, diba? Ayun na nga, feedback and then, ahmm more on encouragement na din, yun nga, nakita naman niya na kaya niyang solusyunan yung problema niya, that’s how I end a counseling relationship”.* Overall, he feels excitement toward establishing relationship with client because he feels fulfillment on the connection he has with his clients. *“Yun ang pinakagusto ko. Yun talaga personally kasi nandoon yung koneksyon. Yung paggawa pa lang ng koneksyon e, machachallenge, ako e nachachallenge ako. Like ano kayang problema nito, kaya ko ba, parang ganun e, magclick kaya kami, bebenta kaya yung jokes ko, so yun nakakaexcite. Napakafulfilling, napakafulfilling na nung experience na nagconnect kayo. Your message got cross and siya naexpress niya yung pangangailangan niya, gumaan yung pakiramdam niya kasi someone is listening”.*

Counseling Plan

Efren expressed that during his session with his client, he's already doing the plan on the back of his mind. *"For counseling plan, parang meron na ngang ready template yan sa mind ko e, na ano e na kung anong gagawin"*. Having the belief he has about his client helps him to automatically make up an action to help them. *"Oo automatic na nga iyon e, sa umpisa, titingnan mo yung, titingnan mo yung cognitions niya, yung understanding niya about his or her situation and predicament then challenge or confront kung kinakailangan. And then ahmm basically dun kagad treatment plan na kasi nga yun na yung nagiging ano ko ang anchor ko na basic understanding kaya ano kaya pwede nating tirahin agad yung problema na yan"*. Due to some concern about the client having difficulty attending follow-up session pushes him to deal with their problem right there and then. *"E kasi nga yun nga yung usual kong belief ko talaga na mahirap ng pabalikan yung bata kaya as much as possible gawin na dito. Kaya naman habang naguusap. Kaya on the go e. Hindi na ako yung tipong tapusin na muna natin lahat ng information gathering then treatment plan. Hindi dun na mismo, while you are ano, nakikita mo na yung kaniyang cognitions e. Maririnig mo na yung thinking patterns niya. Dun pa lang nagti-treat ka na. Nagcoconfront kana nagcha-challenge ka na. Ganoon yung nagiging ano ko. Kaya sinasabi kong parang may template sa mind ko. Kasi pwede mo na siya kaagad na iapply. Habang naguusap palang kayo. Yun na yung sinasabi ko na automatic."* For this reason, at times he experience disappointment. *"Ang disappointment ko lang dun is that kapag hindi na bumalik yung bata tapos pinagisipan mo pa yung gagawin mo, so grabe, tapos minsan pa niyan dahil nga ano, alam mo yun pagbalik nila, okay na sila, yung ganun lang, so bakit pa ako nag-treatment plan. Kaya ang inaano ko, yung mismong nandoon na"*. But in the process of making a formal counseling plan, he feels excitement and believe that it's also a downside of his chosen approaches. *"Ah, pag yung ano nuh, yung talagang nagformal ka na ano, Ano medyo exciting, kasi anong tawag dito, ayun naman kasi yun masasabi kong parang weakness din ng approach ko na right there and then my template nga na minsan."* In creating the plan, Efren considers the context of the individual as an important content of his counseling plan. *"Unang una context ng tao. Yun talaga. Ano ba yung resources niya. Yung mundo niya. Ano ba yung pabor sa kaniya. Ano ba yung pwede niyang gawin? So yun yung ah, tawag dito, yung kontekstong ibig kong sabihin. Kung ano yung ginagalawan niyang mundo, ano ung usual na nangyayari, ano yung pagkakaintindi niya"*. With these experiences, he learned that time is important in creating a counseling plan and will help a counselor to think of different ways to help the client. *"Let's say for example binigyan mo ng time mag-isip, duon mo makikita na may iba ring paraan kung paano mo siya matutulungan. Yun ang ano duon ahh isa sa edge mo kapag talagang you really gave time to plan your treatment"*.

Counselor 2

Liway

Personal Guiding Theory of Counseling

Thoughts affect one's emotion, behavior and actions. Liway considers negative thoughts as the client's main concern. *"Parang valid naman yung pinagdadaanan pero medyo nadidiskarel dahil sa mga thoughts nila"*. That is why she strongly believes that irrational thoughts should be identified and disputed to create wise decision. *"Kasi ayun para lang talagang makita yung, yung ano pa or ma-identify yung irrational thoughts niya. Kailangan ma-dispute niya yun para mas makagawa siya ng wise decision. Kasi parang yun, ganoon na ako ngayon compared before hindi kasi ganoon"*. In general, she believes that individuals are unique, are capable of making decision and have the capacity to take things around as long as they will figure out what makes them paralyzed. *"Kaya parang laging tingin ko sa isang individual or sa isang counselee, talagang meron naman talaga siyang capacity to turn things around. Basta kailangan ma-identify mo lang, ano ba ito, ano ba yung kailangang nagpaparalyze sa kaniya to be better"*. She considers her working together with client as a way to explore and identify the client's thoughts. *"Uhm whenever, parang , yun , if a counselee comes to me and present to me a problem, so parang, uhm, we work on or we parang we explore on the things or basically ini-explore namin yung thoughts na meron siya, and from there we will identify"*. These beliefs were molded by her childhood and past experiences that also includes her involvement and experience with individuals. *"Siguro ano uhm parang nabuo na mold na lang siya"*

because of my past experiences and how my parents raised me and ayun my involvement in different communities when I was growing up so parang yun. So siguro tiyaka ano na rin based on the different people that I encounter na parang yun I realized na ... they grew up in so parang ah that makes them unique”.

Choice and Use of Counseling Approaches and Techniques

Liway mentioned that she is using cognitive-behavioral therapy as her approach in counseling. “So more of medyo ma-CBT talaga ako. So yun talaga yung pinapractice ko”. In this approach, she identifies the self-defeating thoughts of the clients to dispute it and for the client to be logical again. “Ano ba yung mga self-defeating thoughts that this counselee has, have. And then after that, yun uhm upon discovering this self-defeating thoughts, we will identify ano ba yung mas malalim na hugot nun, ano pa nga ba yung pinanggalingan talaga para more on yung thoughts na yun, uhm, ano ba ito, uhm, we will identify based on how he or she sees herself, yun, parang dun namin, dun namin, kapag naidentify na namin yun, mas madali ng buksan, mag-dispute ng irrational thoughts. Kasi alam mo na, okay, ito talaga yung natitira sa akin e, yung tingin ko sa sarili ko, na ganito ako, so kapag naidentify na yun, mas madali na, na parang very illogical itong iniisip ko so what can I do to dispute it. Parang ganoon. So yun”. In her practice, she always uses the same approach regardless of the case she’s handling and believes that there is a need to practice a certain counseling approach which is automatic and beneficial for her client. “Siguro parang siguro nung nagstart ako dito sa UST, parang natutunan ko kasi na parang kailangang meron ka talagang ah parang meron akong pa-praktisin na counseling approach kasi before before that parang iba-iba e parang sobrang eclectic, ganiyan yan. Pero parang narealize ko na parang ah “oo nga nuh, okay pala na meron lang akong isang approach” na parang yung yung natutunan ko nung nagstay ako dito sa UST regardless kung anong case mo dapat mag stick ka dun sa counseling theory na gusto mong ipractice. Kasi mahirap yung ito ganito ka tapos uhm ano ba to uhm hindi align dun sa theory na napili mo parang ganoon. Pero siguro yung iba, oo, choice naman nila yun kung yun yung pinili nila yun pero siguro ako mas pumili lang ako ng ng approach na parang ano ba magiging matic para sa akin at tiyaka para mas makita ko na yung benefits niya na parang sempre sa research pa lang how ano how effective it is lalo na yung mga siguro ang pinagbasehan ko yung mga concerns na naexperience ko that time.”. She learned that it is important to have a personal guiding theory of counseling that will back-up a counselor in practicing the profession. “Na parang ano ba talaga very important to have uhm a counseling ano ba yun personal uhm guiding theory of counseling na magbabackup sayo when you do this profession.”.

Establishing Counselor-client Relationship

Her belief about human nature helps her to make it easier to journey with client to reach the goal. “Yun I think parang mas masasa parang mas ah ano ba parang feeling ko kapag uhm kapag meron akong ganoong paniniwala sa mga bata sa mga counselees ko parang I think it will parang feeling ko uhm your journey namin with the counselee kahit papaano parang 25% naitatawid ko na parang ganoon kasi alam ko na sempre diba may capacity siya to at meron siyang power to change things parang yun parang malaking bagay kasi yun to ano to achieve the counseling goals na iseset naming”. Knowing what a person is capable of assist her in dealing and reconnecting with difficult client. “Oo or baka halimbawa kapag may na encounter ako na difficult student diba ganiyan or resistant so parang, ang hirap naman tulungan nito ganoon pero parang pag ganoon medyo kailangan ko lang ireset ulit yung iniisip ko na kahit very difficult ka it’s not about being difficult personally nuh siguro kailangan ko lang siyang tulungan to see things in a different perspective.”. In order for her to build relationship with client, she builds rapport with them through encouragement and clarify their roles in the session. Hmm oo. Siguro ano muna parang getting to know muna parang ahm ano ba more on hahayaan ko siya or iencourage ko siya na maging comfortable by the way I speak yun or yun hmm how I attend to student. Pag nakuha ko na pag na establish ko na yung rapport syempre kailangang ko ring kailangan ko ring ilatag sa kaniya na oo okay tayo pero ang relationship natin counselor-counselee pa rin noh okay so meron pa rin tayong boundaries. Because of the approaches and techniques she is using, her role is more of directive but cooperative and empower client to make ideas and do actions for themselves while she trusts the client to be committed in their session. “Kapag may counseling session, ako more on ano ba kasi medyo directive medyo directive din ang ano diba CBT? So more on ako magset ng direction pero sempre cooperative pa rin diba dahil nagooperate ako ng parang diba? Ah kailangan ko siyang ma-empower so prang hinihingi ko lang yung ideas niya or hinihingi ko yung consent niya “Oh is this working for you or not?” “Okay ba sayo ito or hindi”. Oh ito subukan mo next time, more on ganoon. Parang ganoon. Yung client, ano yung role niya, kailangang maging committed siya.

Kailangang committed siya sa sessions. Kailangan gawin niya yung homeworks niya and parang lagi ko namang ini-emphasize yun before mag start ang regular session like "this will not work if you will not cooperate" or "if you're not comfortable with this" so parang ano uhm ano ba in a way parang ano ba parang ayun siya nagcocolaborate pero parang ako pa rin yung nasa authority." If the counseling relationship will not be established, she thinks that the goals will not be met. *"I think hindi magiging successful yung pagachieve ng counseling goals". She terminates the counseling relationship by orienting the client about the remaining session. "Ah ayun so parang halimbawa before kasi magseset ako kung ilang sessions tayo kapag nasa gitna na ako, "oh ayun dalawang sessions na lang tayo", para hindi naman siya mabigla "ay wala na" puro sessions na lang ganiyan tapos kapag mga nasa ano na lang parang pag isang session na lang "oh next meeting last session na natin, we will terminate na the case"."*

Creating a Counseling Plan

She views a successful counseling plan if goals are achieved. *"Yun kapag successful siya kung naachieve yung goals. Kasi yun yung laging indicator ko e kung na-achieve yung goals. Like kung naachieve na ba natin to oh if yes, so case closed"*. In her experience of creating a counseling plan, her belief about human nature is helpful in conceptualizing her plan. *"Uhm siguro yun kapag kino-conceptualize ko na yung case so parang nile-laydown ko kasi dun kung ano yung uhm ano ba yung naging dahilan, paano siya nagiging dysfunctional like that and then uhm ano yung pinaghuhugutan ganoon tapos uhm after that ano yung capacity niya kung, na parang sa doctor diba ano yung prognosis mo parang yung capacity niya na magrecover ganoon so ilang sessions ba ang dapat ia-alot namin para matutunan nya yung skill na ito yung ganoon"*. She includes the background and presenting problem of her client and add her treatment plan and techniques to be utilized in their session. *"Halimbawa ano sempre yung ano muna yung background niya dapat nandoon, tapos yung presenting problem dapat alamin ko yun, tapos dapat uhm parang yung treatment plan, parang ano yung itatarget namin based sa counseling notes tapos ano yung mga techniques na gagamitin"*. When she describe her experience in creating a counseling plan, she uses the word "tedious" because for her creating a counseling plan would really covers a lot of time. *"Medyo madugo siya, madugo talaga siya. Kasi parang sa interview pa lang hindi naman makukuha yung one goal though yun meron kaming parang form. Yung form ganoon pero minsan sa isang oras na kakausapin ko siya about the form na e or she filled out minsan along the way mas may madidiscovers kana kaya minsan yung conceptualization ko nababago nababago so parang minsan yung conceptualization plan pa lang parang uhm it will take sessions na. Medyo tedious siya yun kasi ganoon nga siya na parang tiyaka halimbawa yung sa dulo kasi nilalagay ko ano ung objectives mo for this case tapos ano yung balak o target mong skill na matutunan niya yun tapos ilang session yun so minsan nachachange din yun so parang sa una ito yung nakita mo pero along the way hindi na pala yun kailangan tapos babanggitin mo nanaman so parang nagbabago unless sobrang ano nap-predict mo na siya ah ganito siyang case."* Thus, she learned that as a counselor, one should be patient and be more knowledgeable about the approaches and techniques being utilized. *"I learn na mas maging ano parang kailangan kong maging patient na kailangan ko feeling ko kailangan ko mas mag ano ba kailangan kong mas matuto sa counseling approach na ginusto kong iaapply kasi parang ano ba training or seminar about CBT is not enough so kailangan kong talagang mas matutunan ko pa how"*.

Counselor 3

Eliza

Personal Guiding Theory of Counseling

Eliza believes that all individuals are unique and have the capacity to handle their issues with the guidance of their parents and the school. *"Everybody is unique, with different personalities, uhm different issues. Like ano po uhm nakikita ko sila as they have the capacity to handle their issues. Most of them ha pero of course may mga students na talagang kailangan ng uhm help from outside pero nakikitaan ko sila na most of them they can handle their issues with the guidance of the parents and the school."* According to her, counseling should be given to everybody and must be flexible to cater the needs of different students. *"Uhm I believe it should be given to everybody. It should be flexible. Uhm kumbaga it depends on the need of the student's kung ano yung type of approach na ibibigay mo sa kaniya"*. In most of her cases in the university. She considers family and career as the main root of her client's problem. *"Uh my views about my client's problem usually kasi in the universities uhm usually family issues yung nagiging concern nila and career related issues"*. That is why she is certain that through counseling, she can help the students to adjust in school situations, reach their potentials, and make decisions. *"Counseling helps in, students become adjusted in the school situations and to reach their maximum potentials and help them*

uhm decide uhm for certain situations". She was able to come up with such principles because of her experiences with her clients.

Choice and Use of Counseling Approaches and Techniques

According to her, clients who have problems were usually referred by teachers. *"In U.E they are usually referred to the by the teachers, so since napaka konti ng counselor dito so usually talaga referral"*. In dealing with these clients, she uses eclectic approach as her theoretical framework. *"Usually kasi talaga eclectic pero depende nga po sa case"*. Because she perceives that her clients are unique, certain approaches are necessary for their needs. *"Kasi naniniwala ako na students may certain approach siyang kailangan. Uhm I do not limit it with only one kind of approach, wala akong favorite, ahm kumbaga depende sa need ng client"*. She believes that her professional acumen pushes her to utilize such approach as she believes that individuals are unique and has the capacity to solve their own problems. *"I believe that ahm the students or the children have their own unique. Ahm they have the capacity to solve their own issues and concern so nakakaapekto siya in terms of choice ko ng counseling approach ba yung term? Uhm, I don't know exactly how but I have a gut feeling that it should be used"*. As she is handling diverse pupils from Preschool to Grade 12, there is a need for her to study the approach and techniques she will be using to her clients. She said that for her clients in higher levels, she mostly uses CBT and directive approach. *"Usually kasi talaga eclectic pero depende nga po sa case so for example uhm more on suicidal na. It's more of cognitive behavioral therapy so depende po kung more on career related, directive. May mga tool so it depends. Then, minsan ganoon hindi rin effective sa kaniya so talagang pinagaaralan ko kung anong klaseng technique"*. For her, there are a widerange of approaches and techniques to explore with. *"And then yun yung approach na binibigay and through the years I realized na wag ko siyang ifocus lang don kasi napaka-widerange ng approaches and techniques"*. And it includes the techniques she's using such as scaling and miracle techniques which are both solution-focused techniques, and at times use gestalt therapy techniques. *"Uhm yung specific techniques ay solution focused. Usually naguumpisa ako hm bago magstart ng counseling halimbawa sa tingin ko nagsusuffer siya from uhm problem like depression for example then bata siya , I would usually say, "Rate yourself from 1 to 10 10 being the happy, 1 being the ano", yeah mga scaling uhm may mga miracle technique and usually nag-gestalt , empty chair , so talaga siyang ano, iba iba talaga"*. With these experiences she learned that choosing and using of counseling approaches and techniques is a process before one can realize what one should be used. *"Uhm bago ako makapagdecide kung ano tala? Hard ba siya? Uhm siguro it's a process na bago ako makapagdecide. Uhm kasi usually sasabihin , "Ano ba talaga yung technique mo?" Parang ganiyan and I can't really answer kung ano talaga yung approaches and techniques so it's a process ahm before I realize na this is really a thing na I'm using."*

Establishing Counselor-client Relationship

Eliza said that her belief about human nature helps her to communicate with the client in a same manner while the client is more open to share their concern. *"Of course, kapag ganito yung tingin ko sa kaniya, ganoon din ako makikipagusap sa kaniya, pag na gain na natin yung trust nung bata, mas magiging open na siya to share his concern and through that mas makakagawa na ako ng parang plan of anong klaseng approach ang ibibigay ko sakanya"*. She usually establishes relationship with clients by gaining their trust. *"Usually first I establish rapport, then gain trust, and I think hindi naman isang araw lang mag-gain yung trust niya. So, after gaining the trust, I allow the students to share their concerns and then through that process na"*. Other than gaining trust with her client she mentioned that her role as a counselor is to help her client reach their maximum potential, make decisions for oneself and give guidance. As for the client's role, they should be able to help themselves *"My role is to help the students reach their maximum potentials and to make good decisions. The role of the the client I guess is to also help himself uhm hindi naman counselor lang talaga talagang it's the student who will help who wil help himself. To guide. It's more on Guidance"*. According to her, if roles were not established, counseling will not be successful. She learned that in establishing relationship with client, counselor should be genuine and approachable and be visible to the eyes of the clients. *" You should also be more genuine. You should be more approachable. Hindi naman dapat nasa room ka diba? You should roam around dapat nakikita ka nila yung concern ka talaga sa kanila and coordinate with the teachers"*. She terminates counseling relationship by directly informing the client about the termination of the session and if she sees that the client is already

okay. *“If pag nakita kong okay na siya with the interview with the client with the interview with teachers with the observation of teachers and coordination with the parents. I usually and sinasabi ko sa bata ‘This would be our last session, I see that you are okay now but if you have other concerns in the future you may always visit me and even if you do not have concern, you’re always free to go.’”*

Creating a Counseling Plan

She describes doing a counseling plan as toxic but challenging. *“Uhm Yes. Yung written talaga, usually for case conceptualization na siya. It’s toxic but it’s also challenging in a way”*. She described doing a counseling plan as toxic and depends on her mind to do the task because creating a plan makes her feel like doing an additional task especially with the diverse clients she has but she also see its importance specially counseling difficult cases. *“First, umh ang dami ko kasing handle from Preschool to Senior High School. They have different issues and making a plan kumbaga additional work siya. Yun yung reality. So usually talaga hindi na ako nakakapaggawa ng written plan like nasa utak ko na lang. Dapat talaga yun yung ideal so it’s really yung nga sabi ko challenging siya toxic pero dapat talaga may counseling plan. Yung difficult case kailangan talaga pero yung simple case hindi na”*. According to her, her belief about the different needs of her clients affects the creation of her counseling plan. *“Gaya ng sabi ko kanina bawat isa ay different, may different concerns, different needs umh nakakaapekto siya in a way kasi since different nga yung approach niya through that different yung needs niya so kumbaga yung approach in terms of planning would be different and nakakaapekto yun dun sa client”*. She considers the needs of the students as an important component of her counseling plan. *“The needs of the student”*. For it to be successful, Eliza said that it should be evidence-based. *“It should be evidence-based umh but it should be pinagisipan talaga siya talagang pinagplanuhan and with the coordination pa rin of the head”*. Furthermore, feedbacks from clients are received and impact are seen. *“Syempre depende rin sa feedback ng client. Like for example naging successful din siya sa client hindi yung maganda siya well written pero hindi naman siya nagging effective sa client”*. Thus, she learned that a counseling plan should be well-planned and evidence-based. *“Na dapat evidence-based yung mga activities na ibibigay na kung for example there is a certain need you will need to search for effective activities dun sa client hindi lang basta bigay ng bigay ng different activities, techniques for the child”*.

Counselor 4 Imelda

Personal Guiding Theory of Counseling

As she grow in the profession, Imelda believes that individuals have their own potentials. *“I have grown into the profession, I realized that as a guiding belief that people have their own potentials”*. For her, she’s in the practice to offer service to her clients to help them with their needs. *“I just want to present someone that because you came to me for counseling here I am offering my service to help you in the best way I can”*. She mentioned that she believes in karma and that everything that one will offer to the world will come back to the person. *“Okay yeah, I guess it is not traditional so to speak but it’s like a karma thing. Karmaic thing that whatever you put outside or forth or tell the world or tell the universe that’s what is going to come back to you. Basically, that’s it. So, I’m very very conscious and not only to myself but how I also try to point to my counselee and there is a counseling session that whatever you put forth to the universe that is what the universe is going to offer. I’m not just saying just the world, but the universe is going to react you’re attracting like that”*. Hence, she considers that individual make mistakes but they deserve second chances. *“Basically, humans err or make mistakes but there are second chances because they are basically good”*. Moreover, she said that all are connected to each other. *“Everybody is connected with someone. There are certain points that there are people will come into your life just to help you with a certain concern. These beliefs she has came from her interaction with different people. ‘Like what I have said it took years for me as I delve into conversations with different people’”*. In addition, through self-reflection, she was able to mold and keep in tact of these beliefs. *“My own experiences. Of course, I have problems, I have concerns. There was one period that I really had a reflection of sorts and I wasn’t working at the time but it may I think that afforded me to just keep in tune with myself”*.

Choice and Use of Counseling Approaches and Techniques

She considers herself as a counselor who utilize humanistic approach because it is in sync with her beliefs. *"Yeah very much. Well, I am more to subscribe with things humanistic like Carl Rogers, Maslow, like sina Gordon Alport. I like to think they are more practical and they're more in sync with me and my belief system that they're given chance and they have limitations and were just humans that we have weaknesses and I like to start from that than being too technical about it"*. Since there are psychological belief systems that validates her belief it becomes an advantage for her. *"So, it's nice that there are also beliefs systems psychological belief systems that also add in a way to my advantage that add to my having to my ano when I go to a counseling session I just don't go there because of the experience and sharing to with them it's supported by things that have ground have belief"*. In her practice of the chosen counseling approach she mentioned using unconditional positive regard and being nonjudgmental as a techniques to help his client in the session. *"Well as a kid as a kid of course they have this advantage where you give them second chances. Like there's unconditional positive regard because it's a child this child is not getting any attention from the parents I'm not saying I'm gonna give it to them but I show that person through rogers carl rogers that I'm sorry I can't go to certain specific ano but then again unconditional positive regard. I did not judge the child there was support"*. Furthermore, she also said that she's using other techniques such as processing, exploring, and going into termination especially when needed to leave the school. *"Of course I have my usual ano naman counseling techniques, processing, exploring going into terminating the session but I felt that it was not terminated kasi meron pa ring thoughts but I had to leave the school"*. In journeying with the client, she mentioned that along the process, they are trying to set many goals and deal with according to the capacity of the client. *"I just like what I've always said because it's a journey I try to set how many goals do you have although it seems to be mundane but we could start at that then if it goes beyond what I asked him to do then probably we can tweak it a bit para ma-personalize yung goals niya according to sa capacity lang niya"*.

Establishing Client-Counselor Relationship

Imelda believes that her belief about human nature helps her to give direction on how she will deal with her client. *"Yeah of course. That will of course dictate how the way our counseling process will go. Oo. If I subscribe to a certain belief and if I see that certain person that will direct me on how I will be able to approach that person"*. In establishing relationship with client she considers the use of small talk. *"Of course if it's a newbie thingy rapport getting to know the client trying to engage in small talk trying to focus on the client"*. Since she tends to be a conversationalist, she admitted that at times she would share much than the client. *"I have the tendency to also like what I have said earlier I am a conversationalist so as much as possible Shari focus on the client first"*. Her role as a counselor in the relationship is to be an objective and nonjudgmental. *"So my role is basically just be the counselor lang ganun lang ready to listen. Not to be opinionated just guiding the person being mature about it is not acting like when I say you be one with your client not necessarily identify with the client. There is a certain objectivity"*. While, she believes that the role of her client is the person who is having a problem who needs to see a counselor for help. *"The role of my client is like what I've said the client is if I may use the word has a little bit has a problem is disturbed cannot think in a way it's like. I go to a counselor because I need help to clear out these things that are polluting when someone is able to clear that for me then the healing begins"*. After sessions with clients, she would terminate counseling relationship if everything was cleared out and the client moved on already. *"I get tired also and this is me personally talking. As much as possible if I feel that the person has moved on then I terminate the relationship and I terminate it in a way I think na that everything has been freshed out do you I think that everything has been cleared"*. She learned that termination of relationship is very rare and it's in the call of the client. *"Termination very rare as long as the person needs me I'm going to be there but that's relationship that's not session just to say hi lang and you know it's quite surprising Jigo because the person never ano na the person has actually terminated the relationship na without me knowing It's me who's doing the follow up but the person says "I'm okay na" just monitor from time to time make your presence felt not necessarily talking to you or just say hi to you. I think that's not gonna be ending talaga oo it really depends on my client. I take it upon the client's call."*

Counseling Plan

She believes that here belief about human nature is her guiding point on how she will create her counseling plan. *"Well like what aside from what I've said earlier that will be my guiding point. Oo yun lang. That will be my guiding point on how I go about in doing my counseling plan. So most of my methodologies will have to depend like applying my Rogers thingy, may Gordon Alport, may Bandura, may Urie Bronfenbrenner that will come into place".* In doing her counseling plan, she includes the clients concern and the intervention. *"In a counseling plan. Aside for the client's concern okay probably my interventions. I don't know sorry ah just feel free to ano na lang my interventions have to be also very practical like there would be well of course. I just don't dwelve into talk therapy there would be activities I don't know if you consider that Jigo ah concerns like activity. Sorry ano yun interventions like activities I'm being very practical about it so I give homework I give I sometimes also if it's in the classroom set-up I observe I go out of my way I talk to significant others that's part of my ano that's part of my counseling plan. Well I don't want to be technical on how I go about it's understood naman when you go through a process there is the start the middle then the end I stick to that also and basically ganun lang".* According to her, a counseling plan is successful if the client is able to function well, say a gratitude, will lessen session with counselor and say that one is okay. *"Successful counseling plan. If the person or the client is able to function from day one that he had the problem that he had the dilemma that he or she na he could tell na thank you Miss Shari, slowly but surely. Slowly but surely it's okay na with me I don't want I don't have to hear na I'm okay I'd rather say na slowly but surely there's progress and that person has probably lessened the sessions with me instead of coming to me with a problem from time to time sabi niya I'm okay I'm doing well Ms. I have a problem but I may be able to solve them by my own that for me is a successful action plan".*

Counselor 5 Sally

Personal Guiding Theory of Counseling

Individuals are positive and basically good, have choices to become better, and has its own capacity. This is Sally's personal guiding theory of counseling. *"Because I always believe that there's hope that every individual that I have to deal with has something positive in them, there nature can do good, they can choose to be better and they all have that capacity in them".* According to her, these beliefs that she has came from her education. *"Well yeah It was also be my education, that's one".* Her childhood experiences especially how she was brought up by her parents also mold her beliefs. *"And also uhm from how we were brought up by family from our from my parents. I also believe that from my family from my parents uhm, I have always felt that they believe that I am a good person and I can do something good I can bring about goodness I myself and in our family".* Sally believes that problem occurs to client because they tend to lose focus on what are the essential because of too many distractions in their environment and pursue a lot of interest that strain relationships. *"I also believe that there would be time that all sorts of things around us there's so many thing that distract us there's so many all sorts of things from gadgets, from pursuing hobbies, from in other words there's so many things that distract us that we tend to lose focus on what it is that is really essential for the individual and so when you lose focus or for instance uhm one client is losing touch of let's say by essential meaning to say that the the uhm the the concern he care the attention that is given by parent because well there are just too many distractions, social media for one and of then of course the expectation from school and then of course ahh this student also would like to pursue uhm a lot of interests uhm plus of course whatever ambitions to thrive then and so there are times when relationship are strain because of so many pursuits. So pwedeng it's possible that at times when the attention of the parents is being misinterpreted by this particular student as meddling as not uhm misunderstanding there are taking for granted for what they really wanted to do and so that would strain the relationship".* Because of this she believes that her role to tap the goodness of the individual helps in solving their difficulties. *"Uhm it's basically the same that well there's a lot of things that is going on around us okay? But because because I see that there are there's people have in- innate goodness, I'd like to believe that uhm when somebody comes to me asking for my help uhm I know that that this person or this phase that this person is into right at that moment is just a phase. And that uhm yun she can overcome*

because innately this person has goodness has some strengths that probably just needed to be tapped okay? So, I'd like to believe that my counseling worldview is that all around me there are uhm maybe circumstances that made people uhm experience pain, difficulties uhm whatever source of things that make them unable to give their best at any given moment. I also believe that it's just one phase that they can that they are going to and that we counselors, we are the right person, with the right professional, these individual can be helped this individual can always tapped that goodness in him or her to anchor plan or goals to get out whatever mess or whatever situation that makes them unable to function fully. So that show I see counseling world view".

Choice and Use of Counseling Approaches and Techniques

Sally believes that she can easily help the client realize their goodness by using an approach and techniques relevant to her belief. "Yes oh yes I believe that because I don't think I think it will be dissonant for on the part of the professional or on my part if I see If I would say that ah I know I know that these people are this I wouldn't be able to draw out the or let the person know that they are good or they that they have goodness in them that they have strengths where I can anchor themselves in". She said that she's anchoring herself to humanistic perspective. "I am more into uhm Rogerian". She shared how she used her counseling technique in making her client to calm down. "I think ano kasi, just making her calm. Putting her in a calm state first kasi sempre kung iyak ng iyak yun muna ang attendan ko nuh so uhm before I can uhm proceed with whatever I want us to talk about we wanted to talk about yun muna. Make her calm, keep her clam first.". For Sally, becoming physically present and calmness is important to help the client feel that there is someone willing to help her with her difficulties. "Ah I think just really being ano yung physically facing the my client nuh and uhm and focusing my my eye contact constantly that's that's those are mean a lot meant a lot already in terms of how I experience counseling.. I mean ako naman uhm hindi ako ano e hindi na ako I would try probably maiiyak din ako sakaniya pero di na ako ganoon di na ako I can keep myself calm also and the I use a very calming tone when speaking "You are safe here, You'll be okay" so uhm siges you just cry uhm very and I really try my best to keep uhm my very clam and soothing voice to tell that. I also had one case like yung ano naman iyak na iyak siya and she was scared na a anong tawag dito hinipuan siya ng isang lalaki diyan sa labas so nanginginig pa siya so yun naman I have to be firm uhm calm but firm and tell her ah you're safe in the school you are safe. I did not touch her I did not touch her. I just sat near her but I did not hug her baka kasi di okay sa kanya kasi it's something that involves touch e so pag but when this client is crying ano I can touch the hand or the shoulder pero ano minsan naman I sensed that she needed hug ano specially ito naman mga girls naman uhm then I can also do that. But very specifically I have to keep a very clam and soothing voice uhm let her sit offer her the tissue water she needs that and calm her and talagang steady muna siya before we talk". She learned that a counselor should choose an approach anchored to one's belief which is in the scope of her comfort zone and must suit the needs of the client. "Ang belief ko kasi nuh it really has to be on my own uhm comfort zone also, okay uhm. I could try na to be, to do reality therapy, cognitive all these cognitive based approaches but that's not me, that's not me. So if ever there are case that needed that then I'd get out of my comfort one and try to discover what works from this client from what I had learn but well eventually my my being uhm Rogerian would also would still come in somehow and yun pa rin yung mangingibabaw later on. So, basically those experience".

Establishing Client-Counselor Relationship

She mentioned that her belief affects the counseling relationship because it reflects to her counselee that makes her counselee be more comfortable and positive too. "Uhm I know that my counselees are also comfortable with me ah for instance when I use ah soothing calm manner ah I know that they are comforted also immediately and I know that it helps them to think more of themselves in a positive way also". In her practice, she establish relationship with client through making them comfortable, small talks and hugging. "I'm just saying na uhm just making them comfortable at the beginning noh that's one and uhm kasi hindi naman ako anu e hindi naman ako yung itxt ko pa na "oh kamusta ka na hi", hindi naman ako ganoon e basta when they sometimes ah when I see them outside I stop by and ask how are they doing okay an invitation to come back so that I'll we can talk about we can talk further even the session is done or have completed the session something like that. Ah okay no, so the usual but when they need before they need me my assistance ano kasi well ladies naman kasi ito so alam mo I hug them oo so I think

that establishes also din the ano rapport. Because sometimes, I had this ano for our girls here that made a difference". One of her experience with a client shows her other ways of establishing relationship. "From the beginning, Uhm, sa una pa lang. In the beginning pa lang ano I uhm so iyak siya ng iyak uhm just I just stay quiet for a while nuh and for a few minutes and with a soothing voice. I say na sige you cry no ano to feel free to cry it's right to release all those pent up emotions uhm I'm here to listen to you later when you're okay so very soothing you're safe here. I think yun palang that's the start of rapport building already so when she's okay na, when she's calm, "So you want to talk about what so you want to talk about what's your crying about" or kung hindi naman siya umiiyak ah "is there anything you want to talk about?" so what you said uhm. Minsan ano kami, taglish kami. I think language also is important on some individual and persons". In this regard, she said that listening is very important role for a counselor. "Ako listener yun talaga ang pinaka nakikita kong role ko in the counseling process but with I can ah well of course it doesn't mean that I do not speak but hindi naman ganoon ang listening talaga active listening because I can ask question I can ah clarify I can use strategies, facilitative strategies". While she believes that her client's role the person who needs help. "Uhm well the mere fact that she's seeking my help over something nuh siya ang helpee". If the relationship will not be established, she believes that the sessions will not be effective, the client will not be empowered and confusion of roles will occur. "Ah baka, ano bang pwedeng mangyari? Pwedeng ano siguro hindi magwork out effectively yung ah coming to see me baka that's one another thing baka hindi siya mag-flourish in being empowered ah or the other thing is baka tingin niya lang sa akin parang ahh yung surrogate friend na sasabihin niya lang kung ano gusto niyang sabihin tapos ah hindi ako I will not ah participate in. I will not ah draw her into finding solutions oh alternative so parang ganoon it's also possible ah I have also experiences like that nuh na I can sense. Halimbawa parang masiyadong tingin niya sa akin kapantay na kaedad na hindi naman sa totally negative pero hindi niya papakinggan yung hindi niya gagawin yung pinagusapan naming nuh she will just insist on doing what she wants to do. Pwedeng hindi dapat yun talaga yung kaniyang dapat puntahan". She usually terminate the counseling relationship through directly telling the client about the number of the sessions and assuring them that they are always welcome to come back. "I specify that you know I think we will have to have at least three sessions for this especially sa unang session kapag patapos na rin concluding the part of our session that's what I would specify so that for the third session then we will evaluate and see. But if that's for termination already then so parang wrap-up so "what have you .what have we gone so far?" so "remember the time you came here" so parang medyo irecall recall ko siya anong ginawa niya. Basically drawing her into recalling ah when did she come here what did she come her for and then at the end so "what have you earned from the sessions?" that's part of the termination phase that I do. And uhm yung question na there's ah if there's anything that ah, hindi pala question statement if there's anything that you want to talk about you can still come back anytime".

Counseling Plan

Sally mentioned that her belief is where he draws her professionalism that makes her nonjudgmental of the thing she will include in creating the counseling plan. "Does it affect? Uhm, yes very much kasi as I have said that's you draw uhm parang that's where I draw my professionalism from nuh ah all these beliefs that I have. So it affects in a way na when ah when we deal with when I draw the student into coming up with what is it she will go through or what does she wants to do with everything that we have talked about ah it will all go back to how will you see yourself how do you see yourself here where do you see your goodness here where do you see your strength here how do you see your strength coming into play here. But ako naman on my part, in terms of my counseling plan for this client as the professional is just uhm to understand that uhm I cannot be judgmental I cannot ah I cannot ah parang ah the counselee is coming from and kahit anong culture ang kinalakihan niya ay siya yun. I cannot judge people around her I cannot think I cannot think that I do away of thinking that masama or mali talaga si nanay sa pagpapalaki so ano yun parang I'm just being away I think what's how basically it affects me just being aware that ah my belief is that people are good and so hindi ako pwedeng mag-judge for my counselee for the people around even the people who are not she's not okay with". She stated that she considers a lot of thing in creating a counseling plan. Some of these includes the factors contributing to the client's concern and the goals of the counseling session. "Ano naman ako very simple lang straightforward the counseling plan for me is that first we need to be able to find what are the factors that ah contribute to issue or concern. Second of course is to draw out the goal from the sessions that we are having after drawing up the goal trying out the goals and uhm to termination". She views that a successful counseling plan must have visible result and that feedback from client are given. "So sempre pag may result of course if it has been

tried and has taken on certain results in the, with my client and us kung sila mismo ang magrereport na they were able to tried out and see the good in it. Whether or not they want to continue doing it or trying out some other strategies it's really just up to them but if the report that certain results from whatever be it simple intervention". In her experience of creating a counseling plan, she experience difficulty especially at the start of her practice but she certainly trusts that counseling plan gives direction and flow for her counseling session. "Ah mahirap sa umpisa e when I was starting. Ah when I was also taking up my master's degree, several years ago so ah one ang orientation ko noon ng counseling, okay so here comes a student with the concern nuh so makinig ka lang noh and things will come out noh you will be able to say the right words nuh you're at there so ganoon so but anyway in the course of time that something like that so para one to give direction to give flow of the session and uhm to see if things are working out in the way you wanted it or the way otherwise baka parang hodge-podge kasi yung direction ng session".

Counselor 6

Ligaya

Personal Guiding Theory of Counseling

Her personal guiding theory of counseling revolves on the belief that individuals have the capacity to handle their own problems. According to her, since he is dealing with regular normal clients, there are only problems that makes her client non-functional. "I always handle uhm, regular normal clients, I am not into clinical practice. Uhm, I believe that all clients have the capacity to handle their own concerns and issues. They have the capability to do that, it's just there are times that there are issues that they are facing that makes them non-functional". Since she believes that her clients can handle their concerns, she believes that they only need someone who can affirm and mirror back what they have on their mind. "It's just that it's either they need somebody to affirm them in their decisions, they need somebody to mirror back what they have already in mind or uhm they need somebody to be on their side before they make decision because sometimes the decisions they want are not really uhm probably the standard right decisions that are expected of a person to do". She is certain that client's don does not take the right choices even if they know what to do already. "kasi kaya di siya makagalaw, kasi ayaw niyang gumalaw ee. Alam naman niya kung ano, pero ayaw niyang yun ang pipiliin. So ganoon". Thus, for her, the nature of the client's problem is internal and their interpretations that makes them down. "Ako it's internal, kasi nasa perception mo nasa perception kasi diba sabi ko uhm yung kahit gaano ka-challenging medyo nastuck na siya dun, kasi sa pananaw niya yun, sometimes, ahm sometimes lang, mangyayari na tingin mo sa mga bagay hindi to your advantage kaya ka naa-affected tapos because of that your interpretation mo makes you feel something kaya internal lahat yan internal. And then you do that interpretations that you feel more down and so down ka na it affects even your behavior, yung action". That is why for her, it is needed for the person to be more positive to accept one's reality. "Kasi pag nandoon na yung acceptance, then yung job mo is already halfway done. Kailangan kasi tumanggap, tanggapin, na ito yun ito yung reality, and then you're able to do something about it dahil dun. Pero it all always helps when you are in the more positive. Uhm you take it from the more positive context".

Choice and Use of Counseling Approaches and Techniques

Ligaya focused utilize mindfulness-based counseling. "I think ngayon, more focused on mindfulness-based counseling siya, So I believed you have the strength. I just want you to be aware of it. Yun yung mindfulness side of it". Because she believes that client has the strength and they only need to be aware of it, she is utilizing an approach similar to her belief. For her, her she utilize certain approach that she thinks is similar to her belief. "Once you are aware of it, the strengths that you have, the things that are bothering you, ano talaga you move to plans na, and I will show the client that she is capable, she is capable of handling it, but then, there has to be techniques applied to it". Some of the techniques she use includes deep breathing, slow exposure, reframing and gratitude making. "Yun na yung breathing na inaano ko, tapos yung slow exposure tapos yung reframing of thought. Meron kasing ganoon i-rereframe. Sasabihin ko sa kaniya what if you will look on to it in this side. So iguguide ko siya, irereframe niya sa akin and then sasabihin ko sa kaniya do more of that. That's what I am doing. Tapos yung 1 is to 3, for every negative thoughts that you have palitan mo siya ng 3 gratitudes, palitan mo siya ng tatlong gratitude, i-

equal mo siya with 3 gratitude, to train your brain to think more positively so dun siya nakareflect and then yung discovery, you really have the strength". Although she is using the said approach, according to her experience, there is still a need to be eclectic in approach eventually as you go with the profession. Just like a toolbox of approaches and techniques. "Kahit naman ano naman kasi e. Eventually magiging eclectic ka e. Hindi lang naman dapat kasi isa lang ang master mo e. Parang these are things that you put inside your pocket. Kung applicable siya for this case, ilabas mo siya na yun ang iaapply, but in the end it will come from your own belief pa rin so you are doing this because you want the person to see more things clearly in a more positive way so babalik pa rin siya duon bakit mo ginagawa yan. That means ang techniques and ano talagang supporting lang yan sa lahat mong gusting mangyari sa ano client but first as a counselor you should have your own goals talaga. Parang toolbox siya yung techniques and approaches. When somebody comes titingnan ko kung anong bagay na ibigay". Thus, she believes that everything will go back to one's philosophy especially with the application of approaches and techniques. "So babalik pa rin siya sa philosophy mo. Yun talaga very important na nahahawakan mo siya, may sarili kang paniniwala yun kaya huhugutin mo lang yung mga applications na yun pag pag depende kung anong ano mo". Throughout her practice she learned that every approaches were well studied by its proponent and should be used with respect. "Every approach is really ahh parang ano siya pinagisipan talaga siya, hindi siya basta ganun ganun na lang, Oo. So katulad ng kay Adler, hindi naman pwedeng Adler to kasi meron siyang problem about sibling rivalry. Hindi lang naman gaoon yun. Kasi si Adler meron din siyang social construct diba? Yun yung gemeinschaft na ano so yun yung iisipin mo rin kung yang iaapply mo yan kailangan buo mong iaapply yan. Hindi pwede kalahati lang niyan. Well ako for me, you're disrespecting the founders, whom I respect so much kasi they really had a lot to do with all of these techniques na ano, so yun yung ano ko, isa isa lang, pwede mo siyang iapply pero depending on the case".

Establishing Client-Counselor Relationship

Ligaya believes that her belief about human nature helps her to be more respectful and sensitive to her client because she knows where they're coming from. In addition, the counselor will not put oneself or be in command with the client because of the belief that they have their own strength. "So, I have full respect for my client and I always think, I always have this in my mind, the client has the capacity to heal herself, she has innate strengths that can serve as protective factors for herself. All I want is that she will be able to see all of that and then magiging more positive kasi pag naging more positive magiging ano siya, mas makakapagisip. So ganun lang yung ano, it affects your relationship, you will be able to respect the client, you listen more, you'll be able to hear even things she may not be expressing but she is trying to say it but could not. Yung ganoon. Magiging more sensitive ka sakaniya and be mindful of what she may really need. So kung ganito yung tingin mo, it it it actually contributes to a better client-counselor relationship. Kapag merong respect sa umpisa pa lang. Respect that. Ahm Kasi kapag naniniwala ako meron siyang strengths and ano, hindi naman ako manghihimasok sa kaniya at magiging parang ako yung in command kasi "counselor ako ditto, e noh" hindi ganoon. So pakikilingan ko siya which is actually a first aid, emotional first aid. Listening ka muna, gagawin mo yun. Kasi Malaki ang respeto mo sa kaniya. Sa kaniyang kakayahan. Nag-aano siya, nagfo-flow siya automatically". In establishing relationship with client, she gets her client's trust. In addition, she'll utilize Filipino concept of interview which includes, kwentuhan, kumustahan, kapa-kapa and pagtatanong-tanong. ". Yung age old, yung age old establishing rapport diba? Pag nag gain mo yung trust, madali na lang. Magkwewentu- kwentuhan muna, yung very ano, very Filipino. So kwento kwento muna kami, tapos kakamusta kamusta tapos, kakapa kapain mo kung okay na yung, timpla timplahin mo yung temperature so parang nakikita mo mafifeel mo naman yun e. Kasi she would slowly give you information slowly na hindi mo naman tinatanong. Pero automatically, nagaano sa kaniya. So duon na ako, magsstart na ako slowly na magtatanong tanong. Tanong tanong na. yan na Sikolohiyang Pilipino. Kasi very cultural ang approach natin even if the techniques and approaches are usually western-based for us diba? Kasi wala naman tayong except yung usual Filipino context and approaches, bababa talaga siya dun sa point na cultural e, yung approach mo". She mentioned that her role as a counselor is a facilitator and her client's role is to be able to process oneself. "For me, I am a facilitator and I guide the client towards realizing things for herself. Ang clients role naman is ahh is to process herself. Yung just go through the process, yun ang nakikita kong dapat role. You just go through the process. You just try to experience what I am offering to you and learn from it. Parang it's a learning ano pa rin yun. It's a learning experience." According to her, establishing relationship with client is like a painting which one has no idea to start because it slowly happens until you earn the trust of the client. "Para siyang ano, para sa akin, para siyang painting. Kasi nagpapainting ako diba? So para siyang sa

umpisa, wala ka namang idea kung ano ang sasabihin niya sayo. So para yang blank na canvass. Slowly, anuhan mo siyang, idraw yung drawing, hindi naman kaagad yan yung buong finish product na gaon. So para sa akin, iyang establishing relationship with the client na yan dahan dahan siyang nangyayari. Hindi siya kaagad nangyayari. O pwedeng sa unang session hindi pa talaga yan, nakukuha yang establishing relationship but you are actually starting. O e nageestablish ka pero hindi talaga pa talaga naestablish na. Iba rin yun. Pinagtatrabahuhan yan. So, it's a slow process. It's not ahm. It's not kaagad nandiyan. Na pag-upo ng client, sure ka na na mai-establish kaagad. Kasi there are clients na you have to prove yourself with yung. Para kang itettest e." And if it will not be established, it could create a mess. "Ay pag hindi ano. Pwedeng maging mess. Pwedeng maging magulo kasi hindi clear ang expectation". In terminating her session with her client, she directly tells them about the termination and assure them that they can still visit her if the client will experience problem again. Pwede mo ng sabihin, ako kasi sinasabi ko na kasi "Uhm with all these things said and you feeling confident about yourself" kasi kailangan feeling confident na siya about herself. Kailangan marinig ko yun e, na confident na siya to mold herself and manage her emotions. Pwedeng hindi exactly confident pero nai-express mo yan in a way. Pag narinig ko yun, sasabihin ko sakaniya "Don't you think it is the right time for us to end our session? Yung ganon. This is the right time to stop and then probably if you still need help later on in the future you can just come here anytime.

Counseling Plan

According to her, just like her approaches and techniques, the creation of her counseling plan will flow from her belief about human nature since it guides her with the conceptualization of the plan. "Oo. Lahat yan. Lahat yan. Actually magfo-flow from there. Kasi uhm pero meron kasi meron kasing step na sinusunod ko for case conceptualization pero sumusunod lang yung belief ko as a goal. Sumusunod siya because it's my goal". She includes the history of her client, observations of the client's behavior, the counseling process and interventions in creating the counseling plan. "So paano ko gagawin? Know the person, alamin ko what is bothering her, alamin ko kung may history ba siya ng mental concerns in the past. Diba yun yung history niya. Tapos alamin ko kung may ganiyang nangyari before. So, it's really more of knowing her also, tapos kasama diyan yung mga behavioral observations, mga physical manifestations, thoughts, actions niya, dun na yun, tapos magp-plan na kami diba? Yung sa step by step counseling process until sa interventions tapos yung assignments niya tapos mage-evaluate kami, lahat yun the steps will always be basic and standard pero where is this going through? Where is this going through? It is really to achieve what I believe that this person has". Most of the time, she would create the plan after her counseling session, because during the session, she's already coming up in her mind a counseling plan which has 4 quadrants. "Kapag nag case conceptualization kana. "Why was she referred to you?" "Where is the problem coming from?", tapos ano yung behavioral characteristic niya, yung sinabi ko sayo kanina, yung 4 quadrants na nasa utak ko, tapos uhm, tapo titingnan ko, anong magwowork na counseling approach for this one, what could be my role as a counselor, ginagawa ko pa rin yan until now, it is a basic step pero it's very important". With her experiences of creating a counseling plan, she learned that not all interventions are perfect, but all have the goal to help the client. In addition, counselor will only be able to help the client if the counselor will be able to do the steps in the process of counseling. "Uhm counseling intervention plan. Hindi naman kasi lahat yan perfect. Pero atleast when it needs in to uhm being able to help the client. Hindi naman kailangang resolving things then all the time. Pwede kasing natulungan siya kahit hindi na-resolve. So ang sa akin, kung natulungan mo yung client with the steps we took in the process then it is a counseling success for me. Kung natulungan siya, if the client ahm became more empowered, became more confident. Ang sa akin empowerment and confidence kasi dahil diba I build strength so kailangang talaga yan power. Make them aware tapos empower them then make them really sustain that. Kasi yun yung magiging protective factor nila"

Counselor 7

Arnel

Personal Guiding Theory of Counseling

Arnel believes that individuals have are good and have capacity for self-actualization, he adheres himself in humanistic philosophy. *“Ako, basically, if it's about my philosophy as a counselor. I usually, adhere to humanism. Okay? Wherein I believe that basically, you know everyone is has a capacity for self-actualization and that they are basically good”*. At the same time, he considers that these individual's problems are brought by the interplay of different factors which a times can be psychosocial (absence of primary care givers) and biological. *“The nature of the problem. I always come from psychosocial biological approach. You know, wherein I look into first social aspects family environment I look at biological aspects so usually social aspects would mean I will ask what's the interaction at home, who's the primary care giver, interaction at school, interaction with adults or with other people biological would mean I'd look also for example eating habits, living patterns physical activities energy there's an interplay different factors so it's not just one that I look into interplay with different factors. So it's not just one that I look into. It's an interplay of different factors. The experience and the presence or absence of parents or primary caregivers humans tend to create experience that are above negative or something to that line”*. Moreover, he believes that negative cognitions affects how individuals feel and act. *“I believe that negative cognitions affect how we feel and therefore affects your behavior and affects the results that we have in our lives”*. Thus, identifying negative belief through awareness helps an individual to address the problem. *“So once someone identifies a negative belief that is usually powerful for them, once they overcome it or probably just the awareness of it allows them to just move forward with their lives so even even with with the children when they come from with understanding that of the negative belief is what is motivating their behavior it kind of know how to address it right away”*. These beliefs he has was molded by his education, training, childhood experiences and self-reflection. *“Okay so basically for me as I was trying to figure my my ano my philosophy it kinda started really during my graduate studies coming into the practice being fresh graduate. I kind of I have those theories but having a sense of it then I realized that it is first because of my experience growing up coming from a school that has a guidance counselor. I kind a felt accepted that there's a counselor that became a role model for me so that kind of allowed me to be cause I experienced bullying growing up in a school wherein there's a lot of students so that became a factor that I felt accepted I felt someone listened to me so probably as I've grown in the profession. I kind of got influence with that and then in my graduate studies. Then I figured out this is probably what my counselor was coming from as well that I thought of my personality also is kind of fit with regard to that”*.

Choice and Use of Counseling Approaches and Techniques

Arnel peg his techniques from humanistic approach but also mostly utilized cognitive behavioral therapy because he has skill in identifying negative cognitions. *“So, humanism is is where I peg my my my technique but aside from that I also adhere to with regard to doing my counseling. I usually am comfortable with cognitive behavioral therapy so you know I have a what I usually do specially when if its higher kunyare older I usually try to find out the negative cognition and I kinda have a skill in doing doing that. So I'm comfortable doing using cognitive behavioral therapy as well”*. He mentioned in the interview that he adhere to a framework which is congruent to what one experience or believes in as individual. *“Probably one reason is my experience as an individual cause I believe that there were a lot of you know issues that allowed me that really stopped me from using my potential and part of is that there's negative self-talk, negative dialogue about myself, negative belief systems or cognitions So coming from that what's powerful for me having experience and identify those allowed me to really move forward so as a counselor I adhere to theory or to a framework that allows individuals to also identify the same”*. He usually consider the reason for referral as basis of the approach and techniques he will use. *“Basically, uhm, well if it's if it's if it's in a school setting ok if it's a school setting usually what I do is when I listen and I know the reasons for referral”*. Some of the counseling techniques he shared that he used with his

clients includes reframing, encouragement and unconditional positive regard. “So, reframing so when we do reframing so what now is the belief na instead of you’re not important what is the belief that you’re going to replace it so that first you’d allow yourself to be in a relationship with people second you’ll reach your dream and third you’d become functional as a person so yeah it’s reframing. Well, basically, what is important during the moment allowing the person to feel that he is understood that shall reflect on the emotions allowing you know, giving verbal responses that would allow him make feel the warmth but basically also at the start you know the unconditional positive regard that at home he felt that there’s no one was there to listen to him but allowing him to feel that there’s you know someone who could you know spare time for him allow him to hopefully have that kind of sense of something”. There is one time that he experienced self-doubt on the choice and use of counseling approaches and techniques. “. Will I get to the point, you know sometimes I kind of question myself when I’m doing it already and then the person is trying to tell a lot of stories a lot of inputs and then I try I’m making sense of it cause there are moments where I’m like kind of in a process. Am I trying am I going at the bottom of this would I make sense of it? So, there’s this sense of doubt sometimes but true enough to to my belief you know I don’t know I probably make sense of everything”. He learned that having knowledge of the pproaches an echniques will help the counselor to feel better. “... at the end of the day I would not go wrong because I know how to go back and be objective of what it is supposed to be done”. Furthermore, he learned that there ae beliefs that are expressed through words which are powerful that can affect a client. “Okay that there are actually powerful beliefs that are debilitating that a simple word probably that you heard from somebody from a primary caregiver or even a teacher is very powerful in creating the results It can either make or break someone so words spoken or mentioned or given or told sometimes you can’t get it back and when someone does not have a good coping mechanism from that then that’s when the psychosis happens or becoming ano parang unproductive happens so there powerful words or words can really affect someone”.

Establishing Counselor-Client Relationship

He believes that his belief about human nature helps him to build a sense of connection with his clients. “I guess for me it allows me to connect right away with my clients having the knowledge of the inner goodness or the nature of the innate goodness people allows me to just build a sense of connection even though sometimes it’s a difficult client so there”. For him establishing relationship with client which includes small talk. “Well I try to create conversation just to talk about the person because what usually happens is when the clients come in they talk about their problem but not basically them who they are they’re talking about what’s happening but at the start what I want to know what I want to talk about is the person okay without knowing what their problem is when I feel that the client is already comfortable and I’m also comfortable that’s when I proceed to talk about the difficult things to talk to have that difficult conversation”. To build connection he used silence as a technique to his client before. “What I did was I utilized silence you know sometimes silence is very powerful. I was just there sitting beside him. I was not talking and I was just allowing him to feel my presence so I guess that is a very powerful medium to create connections”. Also he mentioned that his role in the counseling relationship is more of a facilitator that includes helping client process negative emotions. “My role is basically, as a counselor is to facilitate learning and to process emotions that are not probably, not processed by individuals. Me as a counselor, can help process that emotion for you without you necessarily feeling all the negative emotions”. Thus, for him, the client should be open and ready for the processing. “So, the client therefore needs to be open to the process needs to have needs to be ready for the process”. Although in his practice he had experienced having a client who have difficulty to confe their problem to the counselor, so observation was needed. “because there are certain clients wherein if there’s certain level of inhibitions or apprehensions, I don’t have I won’t go to that level because sometimes you have to do a deep dive for us to have that sense of awareness. So pag di pa ready kailangan i-observe.”. There is a termination of the relationship for Arnel if the goals were achieved, but termination could include making another goal if necessary. “Either termination or formulating another goal that would be needed but basically for terminating that session she needs to go back to the goal if it’s reached already until it’s not reached yet you have to find a way to reach the goal before we terminate it”.

Counseling Plan

He believes that there is need to tailor fit the counselign plan to the client's need. "I always believe in the framework wherein I can tailor fit my counseling plan to my client's needs there are people who would need to know. Say for example diagnosis of some sort to create a counseling plan for me I don't have to know the diagnosis I don't have to know for example what other people are telling me to create a counseling plan. I have to talk with the person and find out the experience of the person for me to tailor fit the counseling plan on the person himself so other factors would be yung mga ganyan mga diagnosis for me doesn't matter it has to be the person itself or the Experience of the person". He is usually looking for the client's psychosocial and biological aspect of the client. "What I usually do is I would ask you know I go back to when I before I look into doing counseling plan, I look for the psychosocial biological aspects so titignan ko muna kunyare biologically kunyare tulog mo, kain mo, everything social aspects". In his experience of creating a counseling plan, there is always a need to honr the client's need. "My experience in doing that is it has to be it has to honor the person so for me I need to be very objective at the same time it needs to. I always ask my question. I always ask myself the question is it my need or is it the client's need. So when I ask my question if I do this is it because I want it or is it because the client needs it. So I have to go back to that. I have to go back to what the client needs versus what my need is". Thus, he learned that there is a need to tailor fit the counseling plan to the client. "That there is no exact mode for a particular case or incident even though they sound similar and they may seem similar but the approach the conceptualization is different so you can never use one mode for everybody it has to be tailor fit for the client".

Counselor 8 Lualhati

Personal Guiding Theory of Counseling

Lualhati believes that individuals are good, healthy, driven by their needs, can adjust and find meaning about self. *"People are healthy, and people are, people uhm, people are good and healthy. Because for humanistic the person is basically more on driven on their not necessarily more on behavior but on what they want to achieve. I believe that man can adjust to his or her behavior and find meaning of himself or herself."* According to her there are meanings behind behaviors of an individual. *"I believed in uhm certain behaviors wherein there is a meaning on those kinds of behaviors"*. Her counseling worldview revolves on goodness and that all individuals should know how to adjust. *"Every, for me my worldview is you have to, everything is good, yeah everything is good, the world is good, yeah and we just have to, we just have to know how to sail on it so that we will be able to adjust"*. She believes that the nature of her client's problem is when they don't achieve what they want. *"I usually see that clients problem as a way in which they want to achieve something. So there are constantly, they want to achieve something but they're doing like that, they're they're maladjustment because they weren't able to achieve what they want"*.

Choice and Use of Counseling Approaches and Techniques

Lualhati mentioned that she is utilizing an approach and techniques based on how she sees her counselee which is anchored to the belief of humanistic-existential approach. *"Yes, yes, I utilized those approaches and techniques for for I how I see the counselee and then of course humanistic and then existential doesn't have any technique at all, philosophy kasi diba?"* But because the approach she's using doesn't have specific techniques to be used, she tends to plan it out and use other method. *"So that's why I looked into my client at that one but the way I plan things out for them to adjust, for them to achieve their goal is I am using other methods"*. Some of the techniques she's using in her sessions with her clients includes assignments, monitoring of client's performance, miracle and scaling questions. *"Actually, ano uhm, basically we plan out the things I usually give assignments. So that's really CBT. I mean behavioral theory kasi talaga siya e so usually I check the things to be done that need to be done. And then after that one, I usually give assignments to them. Then of course for solution focused, I used miracle questions or I will also use scaling so that I'll be able to know which one should be done first for her of course I already have my own idea because I have asked her teachers"*. She also shared one of the difficult experience she

has on the choice and use of counseling approaches and techniques. *“But at the end of the day, you would really have to decide, it’s not your professor who will make that decision. So at first, that’s really the struggle, should I also be like that, I know e parang ganoon na din e kasi yung humanistic person centered na rin kasi talaga siya diba? So yeah, so when I went here, and then, ay No this is not my first school. During my first school, I was exposed to students, gradeschool-graders. Graders, oo graders, so meaning Grade 1-3 yung hinahandle ko dati. So I had difficulty in terms of Person-centered, so what’s that, Okay. I can do empathy, genuine, yan, all of UPR, like that, but at the end of the day, I need also need results. Diba? So there’s really struggle. Until you’ll have to really decide on yeah there’s no really, it’s only your orientation but you can also use other techniques that can really lead you to where you want”.* That is why, she learned that there is a need to reflect because everything is anchored to one’s belief and that counseling is journeying with the client. *“From my, hm it really though me that you really have as a counselor you really need to reflect on who you are and what you want to be and then for the next years to come because that’s where you’re going to hinge yourself. It’s really your anchor, basically. So, it really thought me that of course it’s really a journey. Like what you’re doing with your counselees. Your journeying on where you want. Who you are as a counselor and how will you be able to help more”.*

Establishing Counselor-Client Relationship

Lualhati believes that her belief about human nature affects her treatment with the client in the counseling relationship. *“Because how you see the other people is how you also be able to see how you will be able to help them”.* She starts establishing relationship with client through classroom orientation, being genuine and other guidance-related services. *“Well. Uhm since you’re in the school setting before the counseling session you always have that orientation in the classroom. So they always, at least for us hindi sempre even in your school you would taught the students already have an idea that we are there counselors and then I usually go upstairs and at least talk to them so at least we can erase that stigma na “If you’re talking to Ms. Acosta, it’s more of problems” like that and then uhm when they go here, of course the usual you have to say that it’s confidential unless otherwise it’s needed to be tell told to other personnel that. So basically, it’s being genuine to them and then you will be able to see that you are you try your best to be always there for them. Giving programs. I mean organizing programs for them. That would also help them see that this department is not only for a particular student who have concerns”.* In the counseling relationship, her role that she portrays is to mirror, explore and clarify the client’s concern which is more of a facilitative role. *“Basically, for me the role of the counselor is to just e not just is to mirror the concerns and clarify it to the students I mean to the counselee so that he will be able to understand it very well. Or where’s the concern coming from. You’re there to clarify and if you’re having difficulty in that particular”.* While she sees her client’s role as the individual who will make the set goals possible. *“Of course, he will be the one to do all the work”.* She believes that if roles are not established, the counselor might always be directive while the client will be dependent to the counselor. *“Then the counselor will always be directive and then if the roles are not establish then the counselor no the counselee will always be dependent on the counselor to do what should be done”.* She usually terminates her relationship with client the moment that her client graduated. *“How do I terminate it? Well first usually goal setting. Usually the counselor-client relationship is terminated once they graduated”.* She experiences ups and down when establishing relationship with client because there are client whom she can established relationship easily and then there are other who are difficult one. *“It depends on the case though. Sometimes there’s are particular students who won’t really badge who won’t really talk to you so you just need to be there and you just need to be really in there and then you have just to really wait until that particular student is ready that’s I think for me as a counselor that would really be a concern. And then there are also student na ohh they would tell you everything and then it’s up to you, so what’s the concern now, diba? So that’s it yeah, so, experiences right? There are difficulties and easy part in establishing relationship with counselee”.* In the process, she learned that as a counselor, one should be very patient and make the client feel that one is really present during the session. *“You must have to be patient. You just need to be there. And you let the counselee feel that you are really present during the time the counselee needs you during the session because yeah you just have to really I’m making sure that they really feel that I am there that I waiting for them to open up to tell me what’s wrong to let them know that I’ll try my best to assist them”.*

Counseling Plan

She believes that her belief about human nature affects her counseling plan because the severity of her client's concern will make an impact to her counseling plan. *"I'll try to make the, I try to make the treatment plan in such a way it depends on the severity of the concern"*. It is important for her that the counseling plan consist of the goals of the session. *"So, first is of course, "so these are the thing I would like you to do, these are the goals you want to achieve". We try to see what's immediate, what's needed"*. Her experiences in making a counseling plan depends on the severity of her client's concern that is why she's making sure that it is a SMART plan. *"Experiences? Hmm depending on the severity of the concern, okay, since, well for me, it's journeying with the student e. So, when I make that counseling plan I try to see if it's really a SMART plan. Specific, measurable, attainable, realistic and time bound. Diba? And then uhm if ever there would be setbacks I try to make it clarify it to students that why is where is this setback coming from and then you try to also direct it again so that you'll be able to drawn again"*. According to her, a successful counseling plan should make the client grow and achieve the goal. *"A successful counseling plan is a plan wherein we were able to achieve not necessarily at a shorter period of time but you were able to achieve it with the student the plan has spanned out because it was the student who made it and you can also see the growth of that particular student"*. She learned that as you grow in the practice there is already a template that one is using at the back of one's mind as a plan to help the client with their needs. *"Uh. What did I learn? Uhm, as you go with the profession, you already have that in a way template that of course you don't do that but at the back of your mind, oh, this particular student uhm it's like I already planned out it already so I think this would help me in doing my plan. In terms of achieving the goal of this particular student. And then you have just to uhm see what will work and then do it, I mean well yeah give it to the client"*.

Counselor 9 Mayumi

Personal Guiding Theory of Counseling

Mayumi's personal guiding theory of counseling revolves on the belief that individuals are unique and capable of controlling their thought and directing their life. *"I believe that all individuals are unique. Uhm, we are capable like on controlling our thoughts and we are capable also like directing our life"*. Because of self-defeating thoughts, these clients are having a problem. *"self-defeating thoughts talaga siya"*. For her, if the individual would be able to acknowledge hse self-defeating thoughts, the client will be able to find solutions to the problem and control it. *"As you acknowledge your self-defeating thoughts and you have the humility to accept that it is wrong, then you have already the power like to be in control of what you are thinking and how would you like to solve your problems."* She believes that there is a need to live in the present and this is rooted to her counseling orientation. *"Ang sakin kasi we need to live in the now. In the present, yan yung talagang world view which is like also very ano talaga ha uhm rooted to my counseling orientation."* These beliefs that she has was brought about by her training in the graduate school. *"The uhm, my orientations talaga in terms of the different counseling philosophy, I learned during my graduate school"*.

Choice and Use of Counseling Approaches and Techniques

She believes that her belief about human nature is very influential to her choice and use of counseling approaches and techniques. *"Ou hmm ... yeah ... yeah ... Very influential yun talaga. So, it's easier for me like to direct my client because it's something that I prove myself is working, there"*. Her theoretical orientation as a counselor is reality therapy. *"Because as a counselor my theoretical orientation is reality therapy"*. Some of the techniques she utilizes to help client grow, change and develop consists of using assignment, doing evaluation and offer alternatives if the client doesn't really know how to solve one's difficulties. *"I will ask her like to do like example, concrete action which can be turn into an assignment. Sa reality ganoon eh more of evaluation but what if the client talaga do not know what to do, then that's the only time wherein we can offer alternatives"*. Her experiences on the choice and use of counseling approaches and techniques makes her realize that it should match the client, also, there is a need to use techniques where the client can concretely see its effect. If the client wouldn't want to do a certain

technique given by the counselor, the latter will choose another technique which could be applicable for the client. *"Uhm you have to match it with the person. That's very important. The client. Which is the client. You have to match whatever technique that you will be using like uhm if you notice I made use of assignment. Okay? Kasi for me that's important eh, concrete yung nakikita talaga, diba? However, there are clients who do not want that. Okay? So, in replacement of that kung ayaw talaga nila yang mga as-assignment, then what I do is to make them draw, minsan mind map lang talaga and also narrate".* She learned that it is important to pattern the approaches and techniques with client. *"What I learn from it talaga it's important that you pattern the approaches and techniques that you will be using with your client".* Likewise, she learned that there are clients who are hardheaded because they are not consistent in the session. *"What I learn from it talaga it's important that you pattern the approaches and techniques that you will be using with your client. Tapos number two talaga is the commitment. Commitment of the client. Because there are clients who are really hardheaded, na at first they will commit. Uhm, and my label of hardheaded is being inconsistent. Yan, may mga ganiyang cases din tayo. Na at first masigasig, Okay? When they see that they are already getting okay, medyo nawawala na noh, because the orientation is whether they are performing already when we are discussing academic concern, pagdating nila dito medyo nagiging overconfident na okay? Hanggang sa, kasi for me my intention is kailangan yung structure magiging habit talaga siya. So yun ang nagiging concern natin."*

Establishing Counselor-Client Relationship

She mentioned that her belief about human nature affects her relationship with her client to have a harmonious relationship. *"It will af-. Yah. It does. Ahmm. It's very important as I said noh, as you start your counseling that you fully orient the client. Because if the client is not aware of your humanistic perspective, view of human nature, then you do not know if you do have the same in mind. Okay? It's very important for the client to understand. Okay? So that there is a harmony in your relationship."* She usually establishes relationship with client by doing an intake interview, by getting the commitment of the client by introducing the counseling and oneself as a counselor and asking the client questions. *"First, kasi diba in counseling you have first your intake interview. Uhm, in the intake interview, uhm yun na yung initial part of the relationship. Okay? Then after the initial interview, is the first counseling session, okay? You get the commitment of the client, you will introduce counseling, you will introduce yourself to client, and uhm after that it is an opportunity for the client to ask. Okay? So, then in that question and answer part, wherein the client was given time like to ask all the questions possible before you formally start the counseling session, for me is a be- talagang good start already of the counseling relationship".* She stated that her role as a counselor should be a person who will make the client feel that they are in a journey, someone who will show respect and transparency. *"Uhm, in the counseling relationship. The number one talaga is for the client to know that you are there like to journey with her in the counseling session, in the process of the counseling and that you respect her as a person and that the confidentiality of what was being discussed. Okay? But as a counseling profession na like you will be very transparent in the relationship like not assuming that you know it all".* One role that is important for her is to give direction and evaluate the client's action. *"Yah. Ako talaga it's to give direction. Like what I say I while ago, I am here like to help her evaluate her actions and response of the problem that she will be presenting. And making it clear that I am not the one who will solve her problems".* If the roles will not be established, she believes that there will be unmet expectations. *"There will be unmet expectations if there's no discussion of the relationship".* She usually ends her sessions by giving affirmations, direction and giving of notice of termination. *"Yun talagang ginagawa na niya consistently, then I tell the client, actually yung first few sessions pa lang may nagawa na siya, I give affirmations already, Okay? So, ahmm kasi makikita mo naman kung talagang halimbawa kung action plan niya na na-present is four for example and half of it she was able to do it already consistently, then you're giving your client an idea already like ahmm siguro more or less with your current actions, siguro in three sessions then we can already terminated. So may advance notice so that it won't be abrupt, okay to prepare also the client to give opportunity to the client also to express herself about the yung termination of the counseling session".* But for her, she stated that counseling relationship doesn't really end, but it's the session only. *"Yung counseling relationship kasi for me as a professional it never ends. Okay? It's the counseling session talaga that gets terminated".*

Counseling Plan

Mayumi believes that her belief about human nature affects the counseling plan by being nonjudgmental *“Yes it does. Like for example yung sinabi ko sayo kanina diba? Yung uniqueness ng tao, okay? Like uhm because I appreciate the person to be unique so, alam mo yun, you avoid being judgemental, which is very wrong in the profession. And it also allows me like to also not to be biased. Okay? Kasi pwede naman ipasok mo yung sarili mo dun as a counseling professional, but because in my view about human nature that each of the individual I am facing in this profession is unique. I appreciate the person whoever she is”*. In doing her plan, she makes sure that it contain the goals and her conceptualization of the client’s concern. *“Uhm, sempre, how I conceptualize the problem of the client. That is what I am using in coming up with my counseling plan. Uhm, yung mga parts, ang sakin talaga ay yung counseling goals, very important yun”*. She believes that a successful counseling plan is a plan wherein the goals are achieved. *“We achieve our goal per session.”* She describes making a plan as a tedious task because the counselor should make sure to identify the origin of the problem to avoid wrong conceptualization *“Ang tedious niya, okay? Because sometimes, sometimes talaga, uhm sometimes parang, given the other factors noh, that is, that might that is affecting or may affect the concern of the client. If you will not be very careful, there is a tendency for you to have a wrong conceptualization. Okay? So kailangan makita mo talaga where is it coming from? Where is it start? Saan nag-ooriginate talaga yung concern?”*. She learned that in doing the counseling plan, a need to verify the gathered information’s from clients, doing a case conferences with colleagues, and reading literatures related to the client’s problem is necessary. *“From those experiences, what I learn number 1 is I learn that it’s good to verify also to your client. Okay? If the information’s that you gathered are correct, then number 2 it’s good like you ask colleague like this case conference is very good. Number three, also it’s good also to read on mga literatures especially yung mga sample cases already that is related to your client’s problem”*.

Counselor 10

Rubi

Personal Guiding Theory of Counseling

Rubi believes that all individuals have needs to fulfill. *“Well, human nature of or the nature of a person is that we have our needs and based on my if I will relate that to my counseling philosophy or to what I believed in, these needs are love and belongingness, the need for power, the need for survival, the need for freedom and fun”*. If these needs are not fulfilled, problem will occur. *“So, if you’re not able to fulfill these needs then there’s a problem and then uhm being just responsible of these problems knowing that somehow it was your choice that created the problem.”* She also mentioned that everything is a choice, including how you will act with the said problem. *“So, it’s also your choice if you want to uhm, act on these problems to solve these problems”*. In these choices, she believes that one should be responsible. *“I believe that everything that happens to us is a choice by us. So, if something didn’t get in the way or didn’t ahh, didn’t happen the way we want it, it’s because of our own choice”*. Thus, for her, an individual will solve the problem if one will own and be responsible of their problems and actions. *“Contrary to owning the problem and knowing that it was your choice and because you are responsible of that choice you will do something to solve the problem”*. She developed these beliefs from her education, professional and personal experiences. *“Actually, my training, when I was studying, ahmm my masters degree. We were trained to be familiar with all the counseling theories that we have and the techniques but we are required to master one theory so we should have like one counseling philosophy that we will consistently use in my cases. I tend to apply such beliefs or philosophy in real life situations ... probably in my day to day work in the office”*.

Choice and Use of Counseling Approaches and Techniques

She utilizes Reality therapy as a counsellign approach.” *I chose Reality therapy or also it involves the choice theory”*. She choose an approach believe to be very effective for her belief of individual’s human nature. *“I believe that this is what a person is made of or this is what a person is capable of doing then I’ll work on the capabilities of that person or on the belief that I have about a person. Because I*

believe that that would work *uhm that would work better or that is very applicable to that person*". But according to her she doesn't discredit other belief from other approaches. *"I have my belief but I am not discrediting the other views about human nature"*. In this approach she chose, she usually use WDEP as a technique. *"usually, the WDEP thing. Identifying wants, doing, evaluating what you're currently doing and the plan of action"*. She said that it is difficult to choose a specific counseling technique due to its advantages and disadvantages. *"So, it's difficult to choose among a lot of counseling techniques because all has its *uhm advantages and disadvantages*"*. She learned that in her experience of choosing and using counselign approaches and techniques, there is a need to be firm and steadfast in making decisions and mastering one approach and its technique is necessary but still not discrediting other approaches and techniques. *"Uhm. I've learned how to be firm and steadfast with my decisions when people are telling me, "No you should apply everything" that if you see your counselee, you should assess your counselee first before you choose and use and approach and techniques what to to apply to apply to the counselee. But for me it's very important to master one or you are very familiar with one because you can do that in this way, if this doesn't work then you choose and use the other theories at least you just have that one guiding guiding theory that you will use"*.

Establishing Counselor-Client Relationship

Rubi believes that her belief about humannatue assist her to be cautious in doing the counseling process and limit oneself in doing things unnecessary for the session. *" , if I think that this person is like this based on my view of human nature, then, ahmm you'd be more cautious ahmm of of how you do the counseling process. Basically, knowing the human nature of the person and believing it, you would be able to know your limits probably in doing things"*. She establishes relationship with client through empathy, unconditional positive regard, genuineness and attentive listening. *"Yeah I've mentioned that. Aside from that, uhm well I believe that those three are essential and it really works because first if you'd be able to show your client that uhm I'm here for you or genuinely care for you or you know there is no pretense with your want to help the client, and if like you listen very attentively, like you make sure that you you know everything that this person says and you'd be able to summarize it properly, and the client would realize "Oh she's really listening" and being positive that this person has his or her weaknesses but this person has his or her strength also. Yeah."* She mentioned that her role in the counseling relationship is to help client realize realistic goals, evaluate current actions and make a workable plan, give clients tasks and make them committed to the counseling sessions. *"My role as a counselor is to of course ahmm make the person realize uhm the if his or her goals or wants are workable and then if not we will have to make this person realize his that his or her goals should be realistic and yeah under the SMART thing. Then, it's also my responsibility to probably give my client uhm works to do outside the session that will be very helpful in the improvement of his or her situation. It's also my responsibility to make sure that upon realizing what her her goals are, what are her or his do's and dont's are, evaluating his current doings , the plan of action should be workable. And then during the session, once you were able to establish report and all of that, actually, that's one of the things you should do to make sure that the client is committed to the session. While for client, she believes that their role is to be open and expressive of themselves and be committed in the task given in the counseling session. "The role of the client of course should. She should be able of course open up, number 1 dapat very open siya, in expressing her or his concern. Aside from that, she should be open for the works to do, it doesn't just involve talking during the sessions and that's it there are take home, ahm take home activities, so yeah of course"*. The counseling relationship is terminated for her if the client was able to achieve the goal through the solutions created. *"The counseling session would stop if the client was able to make a sound and wise decision on his or herself already. Like applying what the client learned in the counseling session and you would be able to assess ah this person knows how to meet good decisions already then and be able to apply it"*. She believes also that counseling relationship should stop if the clients were handled already by the next level counselor or a different one in which proper endorsement was done. *"A counseling relationship should stop if you are not handling the student anymore. I mean if the student graduated already or not in the level you're handling then it should stops from there, but make sure you will endorse the proper things the next counselor or the next helper would know about the student"*.

Counseling Plan

She believes that every theory has a belief about human nature that involves a process on creating a counseling plan. *"Of course, yeah. Because in any theory we have, which is related to your view of human nature, it involves a*

process on how you would be able to create a counseling. So, your counseling plan should also be based on what you believed in and your counseling theory". She considers the presenting problem, goal of the client and the counselor's goal for the client in conceptualization of the counseling plan. She believes that creating a counseling plan is not difficult for counselors who mastered one guiding approach. *"Counseling plans, I believe it won't be difficult if you have a guiding approach. Uh probably that's one of the advantages of having one principle that you mastered. Cause if you are guided by that principle, you know what to do already".* Her experiences taught her that counseling process comes quicker if you have the belief about human nature, thus, making the counseling session effective. *"Well it, I believe that the counseling process comes quicker, since you know what to do, you don't dwell to things that are unnecessary in the process so uhm, and then see, you'd be able to finish the counseling session in an effective way. In a good way".*

Appendix B

LETTER TO CONDUCT INTERVIEW PROTOCOL FRAMEWORK (IPR) – PROCESS OF ENSURING THE TRUSTWORTHINESS OF THE INTERVIEW PROTOCOL

Br. Lawrence Aikee R. Esmeli
Executive Assistant to the President
La Salle Green Hills

Dear Br. Aikee,

The undersigned is a student currently enrolled in the Master of Arts in Education Guidance and Counseling of the Philippine Normal University (PNU). I am writing this letter to seek your kind approval with regard to the requirements for the partial fulfillment of my thesis entitled “Filipino Counselor’s Personal Guiding Theory of Counseling”.

In this regard, please allow the following colleagues to participate in my thesis by helping me ensure the trustworthiness of my interview protocol.

Activity	Persons Involved
Close Reading Activity	Ms. Georgeth T. Mendoza, RPm Ms. Sheila Marie U. Manalo
Thinking Aloud Activity	Miss Donnabel J. Bautista, RGC Mrs. Ma. Carmela A. Alcantara, RGC
Piloting the Interview protocol	Miss Cecilia Z. Benedicto, RGC Miss Bernadette V. Bartolome, RGC

I believe that their valuable contribution will help along the way in the improvement and success of this endeavor.

Thank you very much for your kind approval in this undertaking.

Sincerely yours,

Jigo A. Salguero
Researcher
Philippine Normal University

Noted by:

Peter Howard R. Obias, M.D.,Ph.D.,RPsy,RPm
Research Adviser, PNU

Appendix C

INTERVIEW PROTOCOL MATRIX

Interview #: Interviewee Name: Date of Interview: Hi, Good Day! My name is Jigo A. Salguero and I am a graduate student at Philippine Normal University conducting my thesis entitled “Filipino Counselor’s Personal Guiding Theory of Counseling” in partial fulfillment of the requirements for the degree of Master of Arts in Education Guidance and Counseling. I’d like to thank you for your willingness to participate in this interview. This interview will take about 60 minutes and will include 6 questions with follow-ups regarding your belief and experiences in counseling individuals. The purpose of this study is to explore the Filipino Counselor’s Personal Guiding Theory of Counseling and how this Personal Guiding Theory of Counseling manifested in to Filipino Counselor’s choice and use of approaches and techniques, counselor-client relationship, and counseling plan. Barth (2015) defined Personal Guiding Theory of Counseling as the counselor’s foundational philosophy on how people grow, change, and develop. Operationally, it is defined in this study as the counselor’s underlying basis and guiding approach on how he or she view his client as a human individual its problem and means of coping. I would like your permission to tape record this interview, so I may accurately document the information you will deliver. If at any time during the interview you wish to discontinue the use of the recorder, or the interview itself, please feel free to let me know. All your responses are strictly confidential. Your responses will remain confidential and will be used to generate a better understanding of the Filipino Counselor’s Personal Guiding Theory of Counseling. Your participation in this study is completely voluntary. If any time you need to stop, break, or return a page, please let me know. You may also withdraw your participation at any time without consequences. A non-monetary, token of appreciation will be given to you as a participant to acknowledge your knowledge, time and expertise that you will contribute for this study. At this moment, I would like to remind you of your written consent to participate in this study. I am the responsible researcher, specifying your participation in this research endeavor. You and I have both signed and dated each copy, certifying that we agree to continue this interview. You will receive a copy and I will keep the other under lock and key. Our interview will be tape recorded and transcribed verbatim afterwards, as this protects against bias and provides permanent record of what was and was not said. To ensure confidentiality, you will be given a pseudonym to protect your identity. In addition, data that will be derived in this interview will be stored in a safe, private Google Drive account that only I, as the researcher has access to. All data will be deleted afterwards. Do you have any questions or concerns before we begin? Then with your permission we will begin the interview.					
Interview Questions	Background Information	Research Question 1 <i>What Personal Guiding Theory of Counseling do Filipino Counselor’s hold?</i>	Research Question 2.1 <i>How do Filipino Counselor’s Personal Guiding Theory of counseling manifested to their choice and use of counseling approaches and techniques?</i>	Research Question 2.2 <i>How do Filipino Counselor’s Personal Guiding Theory of counseling manifest in the counselor-client relationship?</i>	Research Question 2.3 <i>How do Filipino Counselor’s Personal Guiding Theory of counseling manifest in their counseling plan?</i>
Interview Q1 1. Tell me a little bit about your background 1.1. Age	X				

1.2. Educational Background	X				
1.3. Are you working in a Public or Private school?	X				
1.4. How long have you been practicing as counselor?	X				
1.5. How did you acquire your license?	X				
1.6. How long have you been as registered licensed counselor?	X				
1.7. What made you decide to become a counselor?	X	X			
1.8. How would you describe yourself as a counselor?	X	X	X	X	X
Well, it has been a pleasure finding out more about you. Let me briefly summarize the information that I have recorded for this part of interview ... Thank you for answering the initial questions. To continue this interview. I'd like to now ask you questions regarding your personal guiding theory of counseling.					
Interview Q2 2. Do you have a Philosophy in Life? <u>If says yes:</u> What is your philosophy in life? <u>If says no:</u> What can be your philosophy in life? <i>Follow-up:</i> 2.1 What are the factors that leads you to have a philosophy in life? Explain. 2.2 How do you practice your philosophy in life?		X			
		X			
		X	X	X	X
Interview Q3					
3. In line with		X	X	X	X

your philosophy in life, what belief do you hold as a counselor? <i>Follow-up:</i> 3.1. How do you see people in general? 3.2. How do you see your clients? 3.3. What do you think is the reason why your clients become problematic? 3.4. What goals you want your clients to achieve? 3.5. How does your client achieve change?		X			
		X	X	X	
		X	X	X	
		X	X	X	X
		X	X	X	X
Thank you for your responses. I'd like to now ask you questions regarding your choice and use of counseling approaches and techniques.					
Interview Q4 4. Does your belief about human nature affect your choice and use of counseling approaches and techniques? <u>If says yes:</u> How does your belief about human nature affect your choice and use of counseling approaches and techniques? <u>If says no:</u> How can your belief about human nature affect your choice and use of counseling		X	X	X	X

approaches and techniques? <i>Follow-up:</i> 4.1 Given your answers, how do you determine the approach necessary for your client's need? How about the techniques that will be helpful for your client? 4.2 Give and describe your approaches and techniques that you utilize to your clients.		X	X		
			X	X	X
Thank you. I'd like to now ask you few questions specifically about your experiences with regards to counselor-client relationship.					
Interview Q5 5. Does your belief about human nature affect your process of establishing counselor-client relationship? <u>If says yes:</u> How does your belief about human nature affect your process of establishing the counselor-client relationship? <u>If says no:</u> How can your belief about human nature affect your process of establishing		X	X	X	

the counselor-client relationship?					
<i>Follow-up:</i>					
5.1 In line with your answer, what do you think is your role in the counselor-client relationship? How about the role of your client?		X	X	X	
5.2 What do you consider in establishing counselor-client relationship?		X	X	X	X
5.3 Given the things you consider in establishing counselor-client relationship, how do you establish relationship in the counseling session?			X	X	X
5.4 How do you terminate counselor-client relationship?			X	X	X
My final sets of questions are focused on getting to know more about your process of creating counseling plans.					
Interview Q6					
6. Does your belief about human nature affect your process of creating a counseling plan? <u>If says yes:</u> How does your belief about human nature affect your process of creating a counseling plan? <u>If says no:</u>		X	X		X

How can your belief about human nature affect your process of creating a counseling plan?					
<i>Follow-up:</i>					
6.1 Given your answers, what do you consider in making a counseling plan?		X	X	X	X
6.2 Describe your process of creating a counseling plan.		X	X	X	X
6.3 In line with your answer, what is your view of a successful intervention?		X	X	X	X
Before we conclude this interview, is there anything else you would like to share about how personal guiding theory of counseling affect your practice as counselor that we have not yet had a chance to discuss?					

Appendix D

SUMMARY OF CHECKLIST FOR CLOSED READING ACTIVITY

Aspects of an Interview Protocol	Yes		No		Feedback for Improvement
	E1	E2	E1	E2	
<i>Interview Protocol Structure</i>					
Beginning questions are factual in nature					
Key questions are majority of the questions and are placed between beginning and ending questions	/	/			
Questions at the end of interview protocol are reflective and provide participant an opportunity to share closing comments promote conversational flow	/	/			
A brief script throughout the interview protocol provides smooth transitions between topic areas	/	/			
Interviewer closes with expressed gratitude and any intents to stay connected or follow up	/	/			
Overall, interview is organized to promote conversational flow	/	/			
<i>Writing of Interview Questions & Statements</i>					
Questions/statements are free from spelling error(s)	/	/			
Only one question is asked at a time	/	/			
Most questions ask participants to describe experiences and feelings	/	/			
Questions are mostly open ended	/	/			
Questions are written in a non-judgmental manner	/	/			
<i>Length of Interview Protocol</i>					
All questions are needed	/	/			
Questions/statements are concise	/	/			
<i>Comprehension</i>					
Questions/statements are devoid of academic language	/	/			
Questions/statements are easy to understand	/	/			

Appendix E

LETTER FOR VALIDATION OF INSTRUMENT

Dear _____,

Greetings of Peace!

The undersigned is a Master of Arts in Education Major in Guidance and Counseling student of Philippine Normal University, currently undertaking a thesis project, with the title “**Filipino Counselor’s Personal Guiding Theory of Counseling.**” In a nutshell, it is a qualitative research through a case study method, which entails an in-depth examination of Filipino Counselor’s Personal Guiding Theory of Counseling that includes gaining access to the research locale and interview session with the participants. The study aims to explore the personal guiding theory of counseling of Filipino Counselors. More specifically, it desires to answer the following research questions:

1. What Personal Guiding Theory of counseling do Filipino Counselors hold?
2. How do Filipino Counselor’s Personal Guiding Theory of counseling manifest to the following;
 - 2.1 choice and use of counseling approaches and techniques,
 - 2.2 counselor-client relationship,
 - 2.3 counseling plan?

In this regard, with your expertise, I humbly seek your support in validating the attached instrument to be used in my study using the attached rating tool.

It would also be better help if you can write comments, suggestions and recommendation that will help improve the interview protocol. I believe that your expertise will help along the way to the improvement and success of this research endeavor.

Thank you very much for your kind consideration and valuable contribution in this study.

I am looking forward that our request would merit your positive response.

Thank you very much.

Respectfully Yours,

Jigo A. Salguero
Researcher

Noted by:

Peter Howard R. Obias, M.D.,Ph.D.,RPsy,RPm
Thesis Adviser

Appendix F

VALIDATOR'S PROFILE

NAME :

POSITION/TITLE :

INSTITUTION :

PROFESSIONAL ORG.:

NUMBER OF YEARS OF PROFESSIONAL EXPERIENCE :

LICENSE NUMBER :

EDUCATIONAL ATTAINMENT :

VALIDATION CERTIFICATE

This hereby certifies that I have personally validated the research instruments for use in the study of Mr. Jigo A. Salguero, 2019 and approved any remarks made for further development.

Validator's Signature over Printed Name

RESEARCH INSTRUMENT VALIDATION FORM

DIRECTION: Please rate the content validity of each of the item based on the criteria set by Waltz and Bausell (1983) as cited by Yaghmaie (2003).

Circle the rating that best indicates your decision upon each item.

Similarly, feel free to indicate suggested revisions on the “Item” column.

The criteria for content validity are as follows:

Relevance (R)

- 1 - not relevant
- 2 - item need some revision
- 3 - relevant but need minor revision
- 4 - very relevant

Clarity (C)

- 1 - not clear
- 2 - item need some revision
- 3 - clear but need minor revision
- 4 - very clear

Simplicity (S)

- 1 - not simple
- 2 - item need some revision
- 3 - simple but need minor revision
- 4 - very simple

Ambiguity (A)

- 1 - doubtful
- 2 - item need some revision
- 3 - no doubt but need minor revision
- 4 - meaning is clear

INTERVIEW QUESTIONS

Filipino Counselor's Personal Guiding Theory of Counseling

Purpose: The general intent of this study is to explore the Filipino Counselor's Personal Guiding Theory of Counseling and how this Personal Guiding Theory of Counseling manifested in to Filipino Counselor's choice and use of approaches, counselor-client relationship, and counseling plan.

NO.	ITEM (Please indicate your revisions here.)	Relevance	Clarity	Simplicity	Ambiguity	Total
1. Background Information						
1.1	What is your Age?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
1.2	Tell me something about your educational background: 1.1.1 Undergraduate degree 1.1.2 Master's degree 1.1.3 PhD degree (if applicable)	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
1.3	Are you working in a public or private school?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
1.4	How long have you been practicing as counselor?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
1.5	How did you acquire your license?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
1.6	How long have you been registered licensed counselor?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
1.7	What made you decide to become a counselor?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
1.8	How would you describe yourself as a counselor?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
2	Do you have a Philosophy in life?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
	<u>If says yes:</u> What is your philosophy in life?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
	<u>If says no:</u> What can be your philosophy in life?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	

2.1	What are the factors that leads you to have a philosophy in life? Explain.	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
2.2	How do you practice your philosophy in life?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
3	In line with your philosophy in life, what belief do you hold as a counselor?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
3.1	How do you see people in general?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
3.2	How do you see your clients?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
3.3	What do you think is the reason why your clients become problematic?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
3.4	What goals you want your clients to achieve?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
3.5	How does your client achieve change?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
4	Does your belief about human nature affect your choice and use of counseling approaches and techniques? <u>If says yes:</u> How does your belief about human nature affect your choice and use of counseling approaches and techniques? <u>If says no:</u> How can your belief about human nature affect your choice and use of counseling approaches and techniques?	1 2 3 4 1 2 3 4 1 2 3 4	1 2 3 4 1 2 3 4 1 2 3 4	1 2 3 4 1 2 3 4 1 2 3 4	1 2 3 4 1 2 3 4 1 2 3 4	
4.1	Given your answers, how do you determine the approach necessary for your client's need? How about the techniques that will be helpful for your client?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
4.2	Give and describe your approaches and techniques that you utilize to your clients.	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	

5	Does your belief about human nature affect your process of establishing the counseling relationship? <u>If says yes:</u> How does your belief about human nature affect your process of establishing the counseling relationship? <u>If says no:</u> How can your belief about human nature affect your process of establishing the counseling relationship?	1 2 3 4 1 2 3 4 1 2 3 4	1 2 3 4 1 2 3 4 1 2 3 4	1 2 3 4 1 2 3 4 1 2 3 4	1 2 3 4 1 2 3 4 1 2 3 4	
5.1	In line with your answer, what do you think is your role in the counseling relationship? How about the role of your client?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
5.2	What do you consider in establishing counseling relationship?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
5.3	Given the things you consider in establishing counseling relationship, how do you establish relationship in the counseling session?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
5.4	How do you terminate counseling relationship?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
6	Does your belief about human nature affect your process of creating a counseling plan? <u>If says yes:</u> How does your belief about human nature affect your process of creating a counseling plan? <u>If says no:</u> How can	1 2 3 4 1 2 3 4 1 2 3 4	1 2 3 4 1 2 3 4 1 2 3 4	1 2 3 4 1 2 3 4 1 2 3 4	1 2 3 4 1 2 3 4 1 2 3 4	

	your belief about human nature affect your process of creating a counseling plan?					
6.1	Given your answers, what do you consider in making a counseling plan?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
6.2	Describe your process of creating a counseling plan.	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	
6.3	In line with your answer, what is your view of a successful intervention?	1 2 3 4	1 2 3 4	1 2 3 4	1 2 3 4	

Comments/Suggestions:

Validator's Signature over Printed Name

Appendix H

SUMMARY OF REVISIONS

Interview Guide Questions

NO.	Questions	Revised Version
1.Background Information		A Personal Data Sheet was created (see Appendix J)
1.1	What is your Age?	
1.2	Tell me something about your educational background: 1.2.1Undergraduate degree 1.2.2Master's degree 1.2.3PhD degree (if applicable)	
1.3	Are you working in a public or private school?	
1.4	How long have you been practicing as counselor?	
1.5	How did you acquire your license?	
1.6	How long have you been registered licensed counselor?	
1.7	What made you decide to become a counselor?	
1.8	How would you describe yourself as a counselor?	
2	Do you have a Philosophy in life? <u>If says yes:</u> What is your philosophy in life? <u>If says no:</u> What can be your philosophy in life?	Deleted
2.1	What are the factors that leads you to have a philosophy in life? Explain.	
2.2	How do you practice your philosophy in life?	
3	In line with your philosophy in life, what belief do you hold as a counselor?	In your professional experience as a counselor, what guiding belief/s do you hold? <u>Prompt: Can you tell me more about that?</u> Prompt Question: How did you acquire and develop your guiding belief as a counselor? How did you acquire and develop your guiding belief/s as counselor? <u>Prompt: Can you cite more situations or experiences? When did that happen?</u>
		What is your counseling world view? <u>Prompt: How would you describe it?</u>

3.1	How do you see people in general?	What is your view of human nature as counselor? How do you view the nature of your client's problem?
3.2	How do you see your clients?	How can you help your client/s with their problem? <i>Prompt: <u>How do you help them to grow, change and develop?</u></i>
3.3	What do you think is the reason why your clients become problematic?	How do you formulate goal/s with clients?
3.4	What goals you want your clients to achieve?	
3.5	How does your client achieve change?	
4	Does your belief about human nature affect your choice and use of counseling approaches and techniques? <u>If says yes:</u> How does your belief about human nature affect your choice and use of counseling approaches and techniques? <u>If says no:</u> How can your belief about human nature affect your choice and use of counseling approaches 4and techniques?	How do you think your belief about human nature affect your choice and use of counseling approaches and techniques? (if not) <i>What made you think that your belief about human nature do not affect your choice and use of counseling approaches and techniques? Prompt: Can you explain it more? What ideas or counseling experiences show that your belief about human nature affects your choice and used of counseling approaches and techniques.</i>
4.1	Given your answers, how do you determine the approach necessary for your client's need? How about the techniques that will be helpful for your client?	How do you determine the approaches necessary for your clients need? <i>Prompt: Please discuss a particular case and tell what approach/es you used? Why did you choose the counseling approach/es? How did you utilize the approach/es? Explain the approach/es you used in your own understanding.</i>
4.2	Give and describe your approaches and techniques that you utilize to your clients.	In addition, how do you determine the counseling techniques that is helpful for your client? <i>Prompt: On the given case earlier, how did you chose the counseling technique/s? Why did you chose that counseling technique/s? How did you utilize the technique/s?.</i>
5	Does your belief about human nature affect your process of establishing the counseling relationship? <u>If says yes:</u> How does your belief about human nature affect your process of establishing the counseling relationship?	How does your belief about human nature affect the counseling relationship? (if not) <i>What made you think that your belief about human nature do not affect your establishment of relationship with client?Prompt: What ideas or experiences show that your belief</i>

	If says <u>no</u>: How can your belief about human nature affect your process of establishing the counseling relationship? Delete this.	<u>about human nature affect your relationship with clients?</u>
5.1	In line with your answer, what do you think is your role in the counseling relationship? How about the role of your client?	What is your role in the counseling relationship? What is your client's role in the counseling relationship? <u>Prompt: What might have happened in the counselor-client relationship if the roles are not clear and established? Given the case earlier, how would you describe your role and your client's role in the session?</u>
5.2	What do you consider in establishing counseling relationship?	How do you establish the relationship in the counseling session? <u>Prompt: Please discuss a particular case that shows how you establish relationship with clients.</u>
5.3	How do you establish relationship in the counseling session?	
5.4	How do you terminate counseling relationship?	How do you terminate a counseling relationship? <u>Prompt: What evidence is there to determine that your counseling relationship is terminated? Given the case earlier, how did you terminate the counseling relationship?</u>
6	Does your belief about human nature affect your process of creating a counseling plan? If says <u>yes</u>: How does your belief about human nature affect your process of creating a counseling plan? If says <u>no</u>: How can your belief about human nature affect your process of creating a counseling plan?	How does your belief about human nature affect your process of creating a counseling plan? <u>Prompt: What ideas or experiences show that your belief about human nature affect your process of creating counseling plans?</u>
6.1	Given your answers, what do you consider in making a counseling plan?	What are the things you consider in making a counseling plan? <u>Prompt: Can you show me a sample of your counseling plan? Can you identify parts of a counseling plan? Please discuss a particular case and describe how you formulate your counseling plan. What is your view of a successful counseling plan?</u>
6.2	Describe your process of creating a counseling plan.	
6.3	In line with your answer, what is your view of a successful intervention?	

Appendix I

INFORMED CONSENT FORM

Dear participant:

Greetings of Peace!

I am Jigo A. Salguero, a continuing graduate student of Philippine Normal University. At present, I am in my thesis writing entitled, **Filipino Counselor's Personal Guiding Theory of Counseling**.

This consent form aims to determine your approval to be one of the participants in this study. Should you agree to participate, you are one of the 10 participants who will be interviewed to gather data and explore the Filipino Counselor's Personal Guiding Theory of Counseling.

You may refer to the following details for your complete knowledge regarding my study:

a. General Purpose of the Study

The purpose of your participation in this study is to help the researcher explore the Personal Guiding Theory of Counseling of Filipino Counselors and determine how this manifest to the choice and use of counseling approaches and techniques, counselor-client relationship and counseling plan. The findings of this study will redound to the benefit of Filipino Counselor's use of theory to practice. You were selected as a possible participant in this study because you possess the following inclusion criteria; (1) a Filipino citizen, (2) at least a holder of Master's degree in Counseling/ Guidance and Counseling, (3) a registered and licensed counselor either by examination or exemption, (4) is currently doing an individual or group counseling, (5) creates counseling plan, and (6) with at least 5 years of experience in counseling individuals.

b. Procedures

If you permit to participate in this study, you will be given this informed consent for you to know the purpose and the possible risks or benefits that you may get once you participate. After which, you will be interviewed in a safe, quiet place free of interruptions, and big enough to accommodate us to do the interview inside the school site. The interview should take no longer than 60 minutes or 1 hour. Personal information such as your name, age and years of counseling work will be needed as you profile deemed necessary for the study. All questions that will be asked are all about your Personal Guiding Theory of Counseling and how it is translated through your work especially on the choice and use of approaches and techniques, counselor-client relationship and counseling plan. In addition, appropriate follow-up questions will be given during the interview, if necessary. At the end of the interview, I will ask if there is anything you would like to add. This will give you an opportunity to deal with the issue that you have thought about or you think is important but have not been dealt during the interview. All interviews will be tape recorded and transcribed verbatim afterwards, as this protects against bias and provides permanent record of what was and was not said. Data will be stored in a safe, private Google Drive account that only I have access to. All data will be deleted afterwards.

c. Risks and benefits

There are no risks in participating with this research endeavor. I, as the researcher will guarantee non-harmful factors that can affect any aspect of your well-being. As a benefit, a non-monetary, token of appreciation will be given to you to acknowledge your time, knowledge and expertise that you generously contribute for this study. In addition, your participation would greatly contribute to the understanding of Filipino Counselor's Personal Guiding Theory of Counseling and how this manifest to the practice of counseling specifically the choice and use of counseling approaches and techniques, counselor-client relationship and counseling plan.

d. Confidentiality

The records from this study will be kept as confidential as possible. No individual identities will be used in any reports or publications resulting from the study. Furthermore, in line with the confidentiality of the participants, they will be given a pseudonym to protect their identity in the presentation of the results and stored separately from any names or other direct identification of participants. Confidentiality will be maintained by securing all transcribed research data (e.g., audio recorded interviews, transcripts of interviews, and personal information of all research participants) in a private Google Drive account that only the researcher has access to. Audio recordings of the interview will be deleted once they have been transcribed, while the transcripts of the interview will be deleted after the completion of the study.

e. *Participation and Withdrawal*

Your participation is voluntary. You may withdraw any time, without any consequence or penalty.

If you have any questions about the study, please feel free to contact me at 09979571062 or through my email at salguero.ja@pnu.edu.ph/jigosalguero@gmail.com.

Sincerely,

JIGO A. SALGUERO
Researcher
Philippine Normal University

You are making a decision whether or not to participate in a research study. Your signature below indicates that you have decided to participate in the study after reading all of the information above and you understand the information in this form, have had any questions answered and have received a copy of this form for you to keep.

I have read the information above and hereby voluntarily consent to participate in the procedure.

Signature over printed name

Date

Appendix J
SAMPLE ACCOMPLISHED INFORMED CONSENT



Philippine Normal University
The National Center for Teacher Education
Taft Avenue, Manila

INFORMED CONSENT FORM

Dear participant:

Greetings of Peace!

I am Jigo A. Salguero, a continuing graduate student of Philippine Normal University. At present, I am in my thesis writing entitled, **Filipino Counselor's Personal Guiding Theory of Counseling**.

This consent form aims to determine your approval to be one of the participants in this study. Should you agree to participate, you are one of the 10 participants who will be interviewed to gather data and explore the Filipino Counselor's Personal Guiding Theory of Counseling.

You may refer to the following details for your complete knowledge regarding my study:

a. General Purpose of the Study

The purpose of your participation in this study is to help the researcher explore the Personal Guiding Theory of Counseling of Filipino Counselors and determine how this manifest to the choice and use of counseling approaches and techniques, counselor-client relationship and counseling plan. The findings of this study will redound to the benefit of Filipino Counselor's use of theory to practice. You were selected as a possible participant in this study because you possess the following inclusion criteria; (1) a Filipino citizen, (2) at least a holder of Master's degree in Counseling/ Guidance and Counseling, (3) a registered and licensed counselor either by examination or exemption, (4) is currently doing an individual or group counseling, (5) creates counseling plan, and (6) with at least 5 years of experience in counseling individuals.

b. Procedures

If you permit to participate in this study, you will be given this informed consent for you to know the purpose and the possible risks or benefits that you may get once you participate. After which, you will be interviewed in a safe, quiet place free of interruptions, and big enough to accommodate us to do the interview (inside the school site). The interview should take no longer than 60 minutes or 1 hour. Personal information such as your name, age and years of counseling work will be needed as you profile deemed necessary for the study. All questions that will be asked are all about your Personal Guiding Theory of Counseling and how it is translated through your work especially on the choice and use of approaches and techniques, counselor-client relationship and counseling plan. In addition, appropriate follow-up questions will be given during the interview, if necessary. At the end of the interview, I will ask if there is anything you would like to add. This will give you an opportunity to deal with the issue that you have thought about or you think is important but have not been dealt during the interview. All interviews will be tape recorded using an audio recorder and transcribed verbatim afterwards, as this protects against bias and provides permanent record of what was and was not said. Data will be stored in a safe, private Google Drive account that only I have access to. All data will be deleted afterwards.

c. Risks and benefits

There are no risks in participating with this research endeavor. I, as the researcher will guarantee non-harmful factors that can affect any aspect of your well-being. As a benefit, a non-monetary, token of



Philippine Normal University
The National Center for Teacher Education
Taft Avenue, Manila

appreciation will be given to you to acknowledge your time, knowledge and expertise that you generously contribute for this study. In addition, your participation would greatly contribute to the understanding of Filipino Counselor's Personal Guiding Theory of Counseling and how this manifest to the practice of counseling specifically the choice and use of counseling approaches and techniques, counselor-client relationship and counseling plan.

d. Confidentiality

The records from this study will be kept as confidential as possible. No individual identities will be used in any reports or publications resulting from the study. Furthermore, in line with the confidentiality of the participants, you will be given a pseudonym to protect your identity in the presentation of the results and stored separately from any names or other direct identification of participants. Confidentiality will be maintained by securing all transcribed research data (e.g., audio recorded interviews, transcripts of interviews, and personal information of all research participants) in a private Google Drive account that only the researcher has access to. Audio recordings of the interview will be deleted once they have been transcribed, while the transcripts of the interview will be deleted after the completion of the study.

e. Participation and Withdrawal: Your participation is voluntary. You may withdraw any time, without any consequence or penalty.

If you have any questions about the study, please feel free to contact me at 09979571062 or through my email at salguero.ja@pnu.edu.ph / jigosalguero@gmail.com.

Sincerely,


JIGO A. SALGUERO
Researcher, MAEd Guidance and Counseling
Philippine Normal University

You are making a decision whether or not to participate in a research study. Your signature below indicates that you have decided to participate in the study after reading all of the information above and you understand the information in this form, have had any questions answered and have received a copy of this form for you to keep.

I have read the information above and hereby voluntarily consent to participate in the procedure.



Signature over printed name


Date

5 APRIL 2019

Appendix K
PERSONAL DATA SHEET

Personal Data Sheet

Instructions: Please tick (✓) the answer that applies to you.

1. Age:

☐ 21-30	☐ 51-60
☐ 31-40	☐ 60+
☐ 41-50	
2. Sex

☐ Male	☐ Female
----------------------------	------------------------------
3. Educational Background

☐ Undergraduate Degree
☐ Master's Degree
☐ Ph.D.
☐ Others, pls. specify _____
4. Place of work

☐ Public	☐ Private
☐ Others, pls. specify _____	
5. Number of years as practicing counselor.

☐ 5 years	☐ 21 to 30 years
☐ 6 to 10 years	☐ 31 to 40 years
☐ 11 to 15 years	☐ 40+
☐ 16 to 20 years	
6. How did you acquire license?

☐ Licensure examination	☐ Grandfather's Clause
☐ Others, pls. specify: _____	
7. Number of years as Registered Licensed Counselor.

☐ under 1 year
☐ 1 to 5 years
☐ 6 to 10 year
☐ 11 to 15 years
☐ 15+ years
8. What motivated you to become a counselor?

9. How would you describe yourself as a counselor?

10. What are the things and experiences that helps you in your practice as counselors?

Appendix L

LETTER TO CONDUCT STUDY

Dear _____,

Greetings of Peace!

The undersigned is a Master of Arts in Education Major in Guidance and Counseling student of Philippine Normal University, currently undertaking a thesis project, with the title "Filipino Counselor's Personal Guiding Theory of Counseling." I am writing this letter to request your good office a permission to conduct my research study at your institution, _____.

I hope that you allow me to recruit 2 Guidance Counselors from your school. Due to the nature of the study, I hope to recruit counselors in your school with the following inclusion criteria; (1) a Filipino citizen, (2) at least a holder of Master's degree in Counseling/ Guidance and Counseling, (3) a registered and licensed counselor either by examination or exemption, (4) is currently doing an individual or group counseling, (5) creates counseling plan, and (6) with at least 5 years and above experience of counseling individuals. Counselors who will be chosen to participate will be given a consent form to be signed and returned to the researcher at the beginning of the interview process.

If approval is granted, participants will be interviewed in their office or other safe, quiet place free of interruptions, and big enough to accommodate us to do the interview inside the school site. They will be interviewed during their given available schedule which may include their breaks. I hopefully seek your permission of using this time as well. The interview process should take no longer than 60 minutes or 1 hour.

The results of this study will be pooled for the thesis project and individual results will remain to be confidential. In addition, the result will contribute to the understanding of Filipino counselor's application of theory to practice. Should this study be published, only pooled results will be documented. No costs will be incurred by either your school or the individual participants.

Your approval to conduct this study will be greatly appreciated. I will follow up with a telephone call and would be happy to answer any questions or concerns that you may have at that time. You may contact me at 09979571062 or through my email address at salguero.ja@pnu.edu.ph / jigosalguero@gmail.com.

If you agree, kindly sign below and return the signed form in the enclosed self-addressed envelope. Alternatively, kindly submit a signed letter of permission on your institution's letterhead acknowledging your consent and permission for me to conduct this study at your institution.

Sincerely,

Jigo A. Salguero
Researcher
Philippine Normal University

Noted by:

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Date

Appendix M

Interview Protocol

Personal Guiding Theory of Counseling

Interview #:

Interviewee Name:

Date of Interview:

Hi, Good Day! My name is Jigo A. Salguero and I am a graduate student of Philippine Normal University conducting my thesis entitled “Filipino Counselor’s Personal Guiding Theory of Counseling” in partial fulfillment of the requirements for the degree of Master of Arts in Education Guidance and Counseling. I would like to thank you for your willingness to participate in this interview. This should take about 60 minutes or 1 hour. It has four parts with 13 questions and follow-ups regarding your belief/s and experiences in counseling individuals. This covers the following; (1) Personal Guiding Theory of Counseling, (2) Choice and use of Counseling Approaches and Techniques, (3) Establishing Counselor-Client Relationship, and (4) Creating Counseling Plan.

The purpose of this study is to explore the Filipino Counselor’s Personal Guiding Theory of Counseling and how this Personal Guiding Theory of Counseling manifested in to Filipino Counselor’s choice and use of approaches and techniques, counselor-client relationship, and counseling plan. Barth (2015) defined Personal Guiding Theory of Counseling as the counselor’s foundational philosophy on how people grow, change, and develop. Operationally, it is defined in this study as the counselor’s underlying basis and guiding approach on how he or she views his client as a human individual, its problem and means of coping.

I would like your permission to tape record this interview, so I may accurately document the information you will deliver. If at any time during the interview you wish to discontinue the use of the recorder, or the interview itself, please feel free to let me know. All your responses are strictly confidential. Your responses will remain confidential and will be used to generate a better understanding of the Filipino Counselor’s Personal Guiding Theory of Counseling. Your participation in this study is completely voluntary. If any time you need to stop, break, or return a page, please let me know. You may also withdraw your participation at any time without consequences. A non-monetary, token of appreciation will be given to you as a participant to acknowledge your time and expertise that you will contribute for this study.

At this moment, I would like to remind you of your written consent to participate in this study. I am the responsible researcher, specifying your participation in this research endeavor. You and I have both signed and dated each copy, certifying that we agree to continue this interview. You will receive a copy and I will keep the other under lock and key. Our interview will be tape recorded and transcribed verbatim afterwards, as this protects against bias and provides permanent record of what was and was not said. To ensure confidentiality, you will be given a pseudonym to protect your identity. In addition, data that will be derived in this interview will be stored in a safe, private Google Drive account that only I, as the researcher has access to. All data will be deleted afterwards.

Before we begin the interview, I would like you to answer a personal data sheet for me to gather valuable background information relevant to answer the research objectives. *(Give time for the participant to answer PDS).*

Let me briefly summarize the initial information I have gathered through the personal data sheet...

Thank you for answering the PDS. Do you have any questions or concerns before we begin?

Then with your permission we will begin the interview.

To begin this interview, I'd like now to ask you questions regarding your personal guiding theory of counseling.

Part I. Personal Guiding Theory of Counseling

1. In your professional experience as a counselor, what guiding belief/s do you hold?

Prompt: Can you tell me more about that?

2. How did you acquire and develop your guiding belief/s as counselor? Prompt: Can you cite more situations or experiences? When did that happen?

3. What is your counseling world view? Prompt: How would you describe it?

4. What is your view of human nature as counselor?

4.1 How do you view the nature of your client's problem?

4.2 How can you help your client/s with their problem? Prompt: How do you help them to

grow, change and develop?

4.3 How do you formulate goal/s with clients?

Thank you for your responses. I'd like to now ask you questions regarding your choice and use of counseling approaches and techniques.

Part II. Choice and Use of Counseling Approaches and Techniques

5. How do you think your belief about human nature affect your choice and use of counseling approaches and techniques? (if not) What made you think that your belief about human nature do not affect your choice and use of counseling approaches and techniques? Prompt: Can you explain it more? What ideas or counseling experiences show that your belief about human nature affects your choice and used of counseling approaches and techniques.

6. How do you determine the approaches necessary for your clients need? Prompt: Please discuss a particular case and tell what approach/es you used? Why did you choose the counseling approach/es? How did you utilize the approach/es? Explain the approach/es you used in your own understanding.

7. In addition, how do you determine the counseling techniques that is helpful for your client?

Prompt: On the given case earlier, how did you chose the counseling technique/s? Why did you chose that counseling technique/s? How did you utilize the technique/s?

Thank you. I'd like now to ask you few questions specifically about your experiences with regards to counselor-client relationship.

Part III. Establishing Counselor-Client Relationship

8. How does your belief about human nature affect the counseling relationship?(if not) *What made you think that your belief about human nature do not affect your establishment of relationship with client? Prompt: What ideas or experiences show that your belief about human nature affect your relationship with clients?*
9. How do you establish the relationship in the counseling session? *Prompt: Please discuss a particular case that shows how you establish relationship with clients.*
10. What is your role in the counseling relationship? What is your client's role in the counseling relationship? *Prompt: What might have happened in the counselor-client relationship if the roles are not clear and established? Given the case earlier, how would you describe your role and your client's role in the session?*
11. How do you terminate a counseling relationship? *Prompt: What evidence is there to determine that your counseling relationship is terminated? Given the case earlier, how did you terminate the counseling relationship?*

My final set of questions are focused on getting to know more about your process of creating counseling plans.

Part IV. Creating Counseling Plan

12. How does your belief about human nature affect your process of creating a counseling plan? *Prompt: What ideas or experiences show that your belief about human nature affect your process of creating counseling plans?*
13. What are the things you consider in making a counseling plan? *Prompt: Can you show me a sample of your counseling plan? Can you identify parts of a counseling plan? Please discuss a particular case and describe how you formulate your counseling plan. What is your view of a successful counseling plan?*

Before we conclude this interview, is there anything else you would like to share about how personal guiding theory of counseling affect your practice as counselor that we have not yet had a chance to discuss?

Again, I appreciate the time you took for this interview. I should have all the information I need. Would it be alright to visit you again if I have any more questions? Thank you again.

Appendix N

SAMPLE INTERVIEW TRANSCRIPT WITH CODING

Counselor 1 Efren	Responses	Codes
Personal Data Information	Age: 31 – 40 years old Sex: Male Educational Background: MA IN Counseling Place of Work: Private No. of years as practice counselor: 6-10 years Handle: SHS level Acquire License through: Licensure Examination No. of years as RGC: 1- 5 years What motivated you to become a counselor: I was already in the field when RA9258 was implemented and I need to secure my job. How do you describe yourself as a counselor: humor is the key What are the things and experiences that helps you in your practice as counselor: I experience being a counselee	
Part I. Personal Guiding Theory of Counseling		
In your professional experience as a counselor, what guiding belief/s do you hold? You're guiding beliefs as a counselor, in general. Are there more?	Anong klaseng belief? Belief of what? Understanding of human nature? Belief about human human nature ba yan? Okay. In general. That would be that. Behavior is learned and that uhm people is are generally capable of helping themselves. Ahmm. Yun lang naman.	Behavior is learned Individuals are capable of helping themselves
How did you acquire and develop your guiding belief/s as counselor?	How did I acquire that belief? Ahmm siguro through counseling practice. Added my formal schooling and then lastly, it's a matter of personal preference because it makes a lot of sense noh like If you would anchor yourself in psychoanalytic belief parang ang hirap paniwalaan. Uhm It just makes a lot of sense. A lot more of sense than rather to believe that people's problems are learned. Their behaviors are learned. Problematic behavioral patterns are learned. And these are faulty solutions to, there faulty responses rather to their concerns. So yun nga they can help themselves out but yun nga maaring may konting kailangang tweak dun sa ginagawa nila.	Counseling practice Formal schooling Personal preference Faulty responses are learned

What is your counseling world view? Since you identified that you believe that people can learn their behavior and that there are problematic behavioral patterns, what is your counseling worldview?	Worldview. Counseling worldview? Parang parehas siya dun ah sa general view? Worldview. Okay. Uhm. Paano nga ba? Uhm okay sig, since behavior is learned it has a lot to do with the personal experiences of the person. So tawag dito, idiographic na experience nila or uniques experiences nila, and unique perception and understanding of the experience and interpretation of the experience is what matters. So yun nga, ahmm yun nga if yung interpretation nga nila hindi maganda, chances are yung solutions will be inappropriate.	Understanding and interpretation of the experiences matters. Faulty interpretation of experiences leads to faulty solutions
What is your view of human nature as counselor? Is there something personal stories that affects you to have that belief about human nature?	Okay, view of human nature is that. We can't help but learn either by directly experiencing or by vicarious experience And that uhm learning is how we shaped our responses to the world. I used to learn by myself generally. I learn how to ride a bike. May turo, yes. May konting turo, pero there it involved for me to finally learn to know to drive even is that uhm, I would train by myself. So tuturuan ako ng kaunti then I'll take it from there. So usually kasi I feel restricted kasi nga bunso ako and then syempre naman pampered so ganiyan ganiyan, so uhm parang pagbabawalan ka, so ang nangyayari I take it up on myself. So kapag wala yung nanay at tatay ko, nagpa-practice ako mag isa. So dun na nagfo-formulate yung idea ko na everyone can learn at their own pace. And then depende nga yun sa anong interpretation nila. Uhm masasabi ko rin na dahil sa pampered, this would be Adlerian kung tutuusin, uhm tawag dito, I was driven to prove people na nagsasabing di ko kaya. They were saying na di ko kaya, o I need to prove them wrong. So uhm dun nanggaling yung ano e. Dun din nanggaling yung belief ko na people, it's about learning their behavior. And also, uhm anong tawag dito? Ahh nagiging issue rin kasi nung bata ako, bakit kasi both of my brothers speak Chinese? We went to a Chinese school but unfortunately, I did not learn like they did. Ahmm ang naging ano ko dun is, uhm bakit naman yung mga taong nago-ofw natututo naman sila kasi kailangan nila sa trabaho nila. It's not about uhm you know, learning from another people's pace. It's about you. You can self-direct your learning or you can actually learn naturally of course pero yun nga lang mayroon pa ring factor na nangagaling sayo yung learning.	Individuals essentially learn through direct or vicarious experiences. Learning shaped individual responses to the world Childhood experiences
How do you	Again, it's about their interpretation of the problem.	Interpretation of one's

view the nature of your client's problem?	Uhm, kunwari, for example, uhm parang sinasabi nila wala na siyang magagawa sa sitwasyon like uhm kailangan niyang magstop dahil laging napaka unsupportive ng magulang. So ang ano dun, ang alternative dun or alternative interpretation na nanggaling or pwedeng maderived duon is that uhm pwedeng maging opportunity yun for them to grow and become independent so rather seeing it as a problem, you will see it as an opportunity.	problem
How do you help your client/s with their problem?	Uhm ano lang naman, help them find alternative ways to view things. Yun yung pinaka core duon. Kasi nga uhmthey usually see it as one sided. So uhm so ito ako giving them peace of mind about their concern. Hopefully they can generate actions that can helped them.	Assist client in finding alternative ways to view things on their own
How does that alternative view of things occur in the counseling session?	It will be the counselor's interpretation of the content. Content and context of the client. So ahmm manggagaling yun sa counselor. Feedback for me. It is the feedback that I give too after trying to understand yung pinanggagalingan nung cliente.	
How do you formulate goal/s with clients?	Tanong ko sila kung anong gusto nila. Yun lang naman. Pero syempre offer ko muna yung understanding kasi di kami nagmu-move. Ako personally in my practice, yung una, alternative way muna, and then kapag nakikita ko na tanggap na niya and inexpress talaga niya na "Okay, may point ka sir" ganoon or something like that, duon palang tatanungin ko na siya "Anong gusto mong gawin?" kasi pag walang alternative way, chances are magpa-problemsolving, mas gugustuhin muna nilang mag problem solving pero ahmm parang nagiging ineffective naman yung mga solutions. Short term, or something na hindi naman ganoon talaga nakakatulong. So alternative way muna and then, tiyaka ko siya tatanungin ano gusto niyang mangyari.	Ask client what they want Offer client an alternative way of understanding their need Problem solving occurs when there are no alternatives that lead to ineffective and short-term solutions Identify what are the alternatives of the client and what they want
Part II. Choice and Use of Counseling Approaches and Techniques		
How do you think your belief about human nature affect your choice and use of counseling approaches and techniques?	Actually, it's quite limiting. Uhm when you have your personal belief system of counseling or kung tawagin mo nga ay Personal Guiding Theory of practice, you tend to become limited. Uhm, although sempre mayroon tayong tinatawag tayong evidenced-based ganiyan ganiyan pero truthfully for me, uhm may nangyayari kasing parang ano e, nagiging automatic na din yung ah tingin mo sa, parang meron ka na agad categorical ano e categorical. You can categorize problems kaagad. And usually kapag nasa experience naming, usually sa school uhm. yun dahil nga yun ang pinaniniwalaan ko. I usually lean more on cognitive, the cognitive trend and then the solution focused. Ano yung tawag diyan? Social construction. Social constructivist ata. Mga ganoon.	Since the view of the client's problem can be categorize easily, it helps the counselor to automatically choose and use counseling approaches and techniques Beliefs are leaning toward cognitive and solution focused

So sir, you really believe that your belief about human nature affects your choice and use of counseling approaches and techniques? What ideas or counseling experiences show that your belief about human nature affects your choice and used of counseling approaches and techniques. Yes sir, what are the ideas or experience in your practice of counseling that shows that your belief about human nature affects your choice and use of counseling approaches and techniques?	Primarily yes. Yes, strongly. Let me just add to that. This is one of my ano. Oo maganda kasi kung evidenced-based but ahmm yun nga the teaching or the orientation for evidence-based is kapag may client ka, icocompare mo pa. Eh papaano kung sa school na kung saan busy yung mga bata. So, ang ano din, ang hirap din pabalikbalikin. “Balik ka next time, tapos ano” e usually ang mga batang ito, they want instant solutions, instant help, so parang hindi ka na magkakaroon ng time, para sa akin, parang hindi na rin. Kailagan din ng time. Siguro I’m banking also from my expertise as, experience and expertise as counselor for number of years. So parang hindi na, huwag na tayo mag-research. Parang yun yung nangyayari. Ano ulit? What are the ideas? Affects my choice and use? Parang naguguluhan ako ah. Ideas and experiences. Ahh, okay. Well number 1 is that, dito kasi sa UE we have, ahmm, tawag dito na “see the guidance”. Every sem, after every sem, ay mali, ay before every sem., before people or students can enroll, they are required to see the guidance counselor if they have a number of failing grades. And then usually, they present to me, concerns nila, ahmm, regarding, let’s say for example, bumagsak, kasi ahmm, di kayang, ano tawag dito, hindi niya kayang ma-master yung material, di niya kayang ma-master to left him pass. Magtatanong, magtatanong ako kung ano nga ba, ahmm, ano ng iba ang nagawa na niya nuon, kapag may test “How do you usually go about your studying”, so ganoon. Duon ko nakikita na, narerealize niya na marami siyang ginagawang ineffective. So duon ko nakikita na generally, kasi usually tatanungin mo e.	Belief about human nature affects the choice and use of counseling approaches and techniques. Clients in school setting needs instant solution to their problems Counseling Practice Difficulty of giving examples of how belief about human nature affects the choice and use of counseling approaches and techniques
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How do you determine the approaches necessary for your clients need?	Pagka ganoon, matic yun. Pag academic counseling, matic yun, solution focused talaga ang preferred naming kasi rapid. Pangalawa, daga kasi ang estudyante. Okay? And ayun nga. It banks more on empowering the students. So yun yung ano namin dun, uhm, kaya yun din nagiging preference. Kapag naman voluntary, just like let's say for example talaga, emotional worries, may mga worries ganiyan, then you go for cognitive, pag academic concerns, usually solution-focused kami talaga. Kasi nga gusto nila madalian. At yung mga ano naman, nagke-claim na depressed sila or kung ano man, then we go cognitive. So ano yung proof duon, katulad, di ko naman iddrop yung name, so wala naman akong vino-void na confidentiality, ano yung concern ng bata, uhm, gusto niyang tulungan yung isa pang depressed na estudyante dahil alam daw niya kung ano yung nararamdaman niya, ano yung pakiramdam, pareho raw sila. Ah dumating sa point na, uhm, anong tawag dito, na parang nagiging possessive na siya din sa tao. So ang dinedemand niya ay yung atensyon ng tao kasi parang pag di daw nagreply sa kaniya natatakot daw siya na kung ano ang ginagawa kasi nga depressed. Uhm, ang ano niya ang belief niya is that anong tawag dito mainam nang matulungan ko yung iba kahit di ko na tulungan ang sarili ko. Yun yung naging belief system niya.	Solution-focused is the preferred approach for helping client solve their academic problem Number of clients who visits for counseling Something that will empower the students Cognitive approach is used when dealing with clients with concerns about emotions
And how do you deal with that Sir? Especially the approach that you use during that time?	Ano, confrontation. Confrontation talaga. Hindi ko kasi dini-detail pero kasi meron kasing physical na involved so ahhh, nanduduon na rin na medyo naging stern din ako about the the case. Mahirap, actually in counseling practice, ewan ko ba kung sayo hindi naging issue ito, pero sa akin kasi kapag ka anong tawag dito parang kasi I came from elementary so nandodoon pa rin yung traces na alam mo yun magagalit ka kasi elementary student. Yung para bang makaka , hindi nakakainis yung mga sagot na ganoon like tutulong sila sa iba tapos sarili nga nila di nila matulungan so pagdating nga sa confrontational, dahil nga ahmmm , ahh, anong tawag dito kasi mas bata yung ano, I feel as though, nandodoon pa rin yung influence na , I am an authority figure. Minsan pa nga I can be parental figure for that person. Kaya nga merong merong ano e slice ng galit. Kasi nga ayun, baluktot ng thinking eh. Minsan. Ang ginagamit ano ko yun, although unintentional pero parang motivation ko dun is that kasi kailangan ng force para mas makuha nung bata lalo na kung bata yung ah yung ah sinasabi mo.	Use of confrontation in dealing with difficult client Experience traces of anger in dealing with younger client Be an authority figure during the session when using confrontation to exert force for young clients to understand their situation
Pero with regards the specific case, how'd you deal with that?	Paikot ikot yun. Kaya nga. Yung yung mga ganoon volunteer at mga referred na talaga, deep emotional concern tiyaka cognitions nila nakikita medyo baluktot. Ahmm yun talaga kailangan, mafollow-up yun. Unfortunately, nga lang wala pa kaming feedback from parents. Kasi patapos na rin yung year e. For academics, the bulk of solution focused, scaling	

Sir, what other techniques do you usually use with the approach appropriate for them?	questions, miracle questions, tiyaka feedback, very important sa mga bata yung feedback. Minsan pa nga ano e, magbibigay kami ng feedback, like kunwari this sem bagsak siya, tapos, nabakante siya ng isang taon, hindi siya bumagsak tapos the year after, balik ulit siya, they usually comeback, “Sir, nandito nanaman ako sir”, “Oo nga”. Then titingnan ko yung grade, “oh ayos naman ah”, di ka, yun ang nakakatuwa sa mga bata, ahmm , they tend to focus much on failures talaga other than their successes like seven subjects ang inenroll, tatlo ang bumagsak, tapos pupunta sa akin. “Sir, okay na sana talaga ako nung nakaraan, di na sana ako pupunta rito” ganun ganun. Tapos parang napakaano nila. Tapos sasabihin tatanungin ko, ay sasabihin ko “okay naman ito ah, apat yung bagsak mo?” ay “apat ang pasado mo?” “oh? Its already a good showing compared to how you were the last time” And ahmm ang ganda kasi nung feedback kasi ahmm kasi nga they come in, ang lungkot nila, ang baba ng tingin nila sa sarili nila, “here I am again, may bagsak nanaman ako” And then you can actually see a direct expression na naglilive-up. “Oo nga naman, tatlo lang yung bagsak ko compared nuon so..” Pagkatapos nun tatanungin ko, “Ano bang ginawa mo? How come 1 year, hindi ka bumagsak?” So makikita, mga dikarte nila, anong ginawa nila, and then kung ano yung kinaibahan this time around. So sila na mismong magsasabi na, magsasabi ng mga ano nila mga reactions nila. Scaling at tiyaka miracle questions. Sa cognitive naman, confrontational tiyaka challenging the thinking, minsan, I am going to, anong tawag dito, kasi kapag nag aaron beck ka parang medyo limiting din, epecially kapag although it still under the cognitive trend, yung rational emotive, minsan kasi may ganoon sila, pag more on emotions, depende kasi sa kliyente, ewan ko ha, pero mas, mas may gut, hindi, may gut feel, yes meron may feel, na para ito ang kailangan nung tao, pero sempre pagaaralan mo nga yung content ng sinasabi niya. So hihimayhimayin mo muna kung talagang kailangan nung tao. Usually nakikita natin yan sa repetition, dun sa case na na-share ko kanina, may repetitions siya, katulad nun sa bullying, kesyo daw bullied siya kaya daw depress - depressan siyang ganoon. Kasi nga bullied daw siya. Pero ayaw naman palang tulungan yug sarili niya kesyo daw makakaabala pa sa iba. Paulit-ulit siya kaya ano, kinakailangang na makita yung cognitions niya.	Scaling techniques Miracle question technique Giving of feedback Experience of giving feedback is important to client Use of scaling, miracle question and feedback for client to recognize their experience including their strength Use of confrontation Use of challenging the thinking There is a a “gut feeling” that it should be used to the client.
Part III. Establishing Counselor-client relationship		
Do you believe that your belief about human nature affects the counseling relationship? How does	Oo kasi nga uhm Oo, especially, ayun nga sinabi ko, minsan talaga nagagalit talaga ako lalo na kapag nangangatwiran yung client, yung counselee. Kaya nangangatwiran kasi nga ganito yung understanding nila, na tama sila. So ang manifestation, mangangatwiran, so mangangatwiran, you can’t get your message pass to the person, so yun na nga,	Belief about human nature affects the counseling relationship Perception of client being hardheaded affects the counselor attitude in building the relationship

your belief about human nature affects your relationship with the client?	normal na tao lang din, so maaasar ka lang, parang ayaw niyang making, so dahil nga din yun nga ang pinupunto ko dun na na kasi pinractice mo yan, natutunan mo yan, pinapractice mo yan, kaya nangyayari yan, tapos nangangatwiran pa rin, yun ang hirap. Nakakaasar pa rin. So kung sa kabaligtaran naman ang nakita ko sa kaniya magiging okay ang relationship. Minsan kasi hindi nangangatwiran pero paulit ulit siya na ano niya yung belief niya yung sinusunod niya so yun ang mahirap duon kaya nagchachallenge kana through giving or asking for evidence pero ganoon pa rin. So yun mas medyo nakaka, naa-ano lang, personally nakakasar lang talaga. So yun pwedeng makakaapekto. Kaya naman.	
Kasi sir you personally believed na?	They learn. And they can learn, otherwise. Or they can adapt behavior that can help them. Yun pa ang pangalawa. Kunwari, actually parang ano na nga ee, dahil nga, ahmm parang ayaw nilang, lalo na kapag emotional yan, ah, they feel as though nagawa na nila. Tapos sasabihin nila na parang ano, parang transactional analysis na nga. Ahh ano yun, “yes, but” “yes, but” puro ganoon. “Oo, pero” “Oo, ganiyan”. So parang walang ano, so yun nga medyo nakakapagod din, although medyo nagiging directive na at that point. Uhm, pero nga kasi yung kliyente, I can’t have them na coming for follow-up sessions, as long as I wish, hindi na talaga kakayanin kasi nga may academic life sila so usually ang, pag una diyan, tuloy tuloy na yan, sa treatment depende kasi, may treatment planning. I think that’s number four noh? Area number four? Depende kasi talaga sa need ng bata pero pag ahm yan personal guiding nga ahmm hanggat kaya mo na nandododoon kayo, duon na mismo ma-settle niyo na, ah iaano niyo na ayusin niyo na, para mai-apply na niya.	Individuals are capable of helping themselves Can’t conduct follow-up sessions because of the academic demands of the clients
How do you establish relationship with the client?	Ano. I used small talk very freely. Yun talaga. To get them to loosen and open up. And then syempre nandoon na yung sinasabi ko, humor is key. Ahm ee ako mapilit ako dun e, kahit na ba, ewan ko kasi minsan yung iba, ahmm , talagang malungkot, yes, pero kapag hiniritan mo ng malupit na banat, tatawa pa rin e, ewan ko para sa akin kasi gauge yun ng emotional state ng tao na kung sobrang hindi na natatawa to. Okay I don’t take it up against myself na siguro I throw a bad joke pero ahm, alam mo yun, meron at meron yan e. Meron pa rin yan, mat light pa rin yan. Pwedeng ipakita na pwedeng makapasok duon by ah by using humor, that’s how I usually establish rapport and relationship. Sa initial, yun ganoon. Pero kapag ano na, pag kunwari nagdi-dive na kayo sa issues sa concerns niya, dapat ay seryoso na ako nun, but uhm, occasionally, occasionally, hihirit ka ng ano, ahmm, kasi minsan nafi-feel ko rin talaga na it doesn’t help na sobrang seryoso. Kasi parang pag sobrang seryoso, figuratively lang ah, it’s like having a dark cloud over your room. So ganoon yung, yung feeling ko nun kaya occasionally I will throw puns, jokes, para ano na. So yun yung ano ano ko pagna	Use of small talk for client to be open Use of humor in the session to establish relationship Being serious in a counseling session will not help in establishing

	establish ko ng rapport. Tiyaka madali kapag medyo napatawa mo na. medyo na lighten up mo na. Katulad nga niyan, pwede na siyang magisip ng pang alternative or pwede na niyang tanggapin yung alternative na ino-offer ko. Yung ano ko ah sa experience ko ganoon ang nagyayari na sempre sa umpisa talagang blooming doomor, problemado, tapos konting small talk small talk, tawa tawa ng konti, kapag medyo naligthen up mo na siya, yun pa isa pa din yun, you can add up sa belief mo na yun nga, hindi lang naman belief ko lang yun, pero sempre alam naman natin na the rational mind is clouded by emotions, So kapag hindi mo maintindihan yung emotion, wala kang makukuha sa rational mind. So yun ang ginagawa ko kaya humor is key. Kasi nga I want to, I want to you know figuratively show away the dark cloud. Ahhmm yung nga malinawan talaga ung tao. Yun ang pagbu-build ko ng relationship.	relationship Humor is key to build relationship with client
What is your client's role in the relationship?	Depende e depende sa kliyente. Yun nga katulad ng sabi ko. May mga kliyente na di nila matang hindi nila tinatanggap yung ideas mo kaya sinasabi ko minsan I tend to become directive ba, nagiging the therapist is the expert nga kung tawagin or teacher, one-way ang punta ng input. Ahmm pag ganoon ang kliyente like mga hardboiled egg na ewan. Ahmm pero pag ano naman pag medyo yun nga nakuha mo yung nakuha mo nakapagbuild kayo ng relationship and that medyo naglilighen up medyo nakakapag isip na siya. Kaya nga sa Filipino, parang nahihimamasan, ganoon. It becomes more as a facilitator. Like tatanungin mo na lang kung anong kaya nila sa situation. Ano ba yung kaya nilang gawin personally kasi nga you are not the, you're not always there by their side. Kaya ganoon. Kaya sila talaga ang mag generate ng solution nila. So ahmm depende sa client, yung approach ko talaga is more of a facilitator.	It will depend on the client Be directive if the clients are hardheaded
What is your role in the counseling relationship?		Clients are the one who will generate solutions. It's more of a facilitator
What might have happened if the counseling relationship is not clear or established?	Yun na. pwede na ako magalit. Pwede ring magalit yung client. Ahmm yun yung ano kasi duon e. Kapag kasi yun naman ang I think problema sa approach problema sa personal approach ko na kapag pumunta rito, tara sige ano natin yan, iresolve natin ngayon din, minsan hindi na naaano yan, hindi na naka-clarify kung ano talaga yung roles. Parang ano na lang yun, inclined. Ang problema kapag hindi naintindihan, say for example, sabi ko nga I can be ahmm I see myself sometimes as a parental figure, so ang nagyayari, ahmm. Minsan alam ko parang naka-encounter na din ako ng ganoon na parang nakita ko sa mukha niya napikon siya kasi nga parang yun nga parang ang pilit ko parang ang pilit ko sa sinasabi ko napapagalitan na siya so hindi naka-clarify ang role pwedeng mangyari yun. Baka kasi magkaroon ng ng ahmm tawag dito may kulay yung interpretasyon nila gawa ng galling sa personal context nila. So yun.	The counselor and the client may feel a negative emotion toward each other Roles are not identified because of the personal approach used in the session Difficulties with client are experienced because roles are not clarified and established
How do you terminate a counseling relationship?	Hindi na nga ako nakakarating diyan kasi nga yung mga bata hindi na bumabalik kahit na pabalikin mo for follow-up kahit sabihin mo na meron tayong atleast 4 sessions man lang balik ka ng ganitong hindi na sila	Difficulty to terminate a relationship because of poor attendance of clients to the sessions.

Pero sir for those experience na continues talaga, how did you terminate relationship with hem? What are the evidences that determine that the counseling relationship was already terminated? What it's like to go through that experience of establishing relationship with clients?	nakakabalik. Sa termination, umpisa pa lang ino-orient ko na sila. Ang goal natin is ahmm hindi naman ako parating nandidiyan. So you need to learn how to cope with this particular problem of yours and then ahm pagdating na ng dulo recap. Recap mo muna, ano na yung mga progress niya, what has changed from point the first day, from first and last, and then yung nga medyo naghahalo na nga yun, pagdating sa dulo medyo nagiging solution focused na rin, diba? Ayun na nga, feedback and then, ahmm more on encouragement na din, yun nga, nakita naman niya na kaya niyang solusyunan yung problema niya, that's how I end a counseling relationship. I will try to terminate on a positive note. And then i-explain ko din sa kanila. Should any other ahmm problem of different nature will occur, pwede silang bumalik kasi baka isipin naman nila yun naman baka isipin naman nila na nagcounseling na ako dati, lahat kakayanin ko, hindi siya generally necessary na ganoon kaya kailangan i-open mo pa rin na kapag may ibang problema, you may always come back here. Kapag hindi na sila bumabalik. Kapag hindi na sila bumabalik yun yung number 1. Yun ang determinant ko dun and then, ahm yun. Yun ang pinakagusto ko. Yun talaga personally kasi nandoon yung koneksyon. Yung paggawa pa lang ng koneksyon e, machachallenge, ako e nachachallenge ako. Like ano kayang problema nito, kaya ko ba, parang ganun e, magclick kaya kami, bebenta kaya yung jokes ko, so yun nakakaexcite. Napakafulfilling, napakafulfilling na nung experience na nagconnect kayo. Your message got cross and siya naexpress niya yung pangangailangan niya, gumaan yung pakiramdam niya kasi someone is listening. Yung ganun, yung ganoon talaga yung pinakagusto kong part. Part ng connection talaga, yun yung pinaka gusto kong part.	Clients are oriented at the beginning of the session about termination of relationship Recap and give feedback on the sessions Encouragement are given to the client Assure client that they can come back if they will have another concern If clients did not come back for counseling Feeling of excitement on establishing connection with client Fulfillment on the connection with the client
Part III. Creating Counseling Plan		
How does your belief about human nature affects the counseling plan?	Uhm, Oo automatic na nga iyon e, sa umpisa, titingnan mo yung, titingnan mo yung cognitions niya, yung understanding niya about his or her situation and predicament then challenge or confront kung kinakailangan. And then ahmm basically dun kagad treatment plan na kasi nga yun na yung nagiging ano ko ang anchor ko na basic understanding kaya ano kaya pwede nating tirahin agad yung problema na yan. So yun ahm, for counseling plan, parang meron na ngang ready template yan sa mind ko e, na ano e na kung anong gagawin.	It's automatic that belief about human nature affects the counseling plan There is already a template on the back of the mind as you moved toward the counseling session.
What are the ideas or experience that determines that your	E kasi nga yun nga yung usual kong belief ko talaga na mahirap ng pabalikan yung bata kaya as much as possible gawin na dito. Kaya naman habang naguusap. Kaya on the go e. Hindi na ako yung tipong tapusin na muna natin lahat ng information gathering then treatment plan. Hindi dun na mismo, while you are ano, nakikita	Difficulty to call the client for a follow-up session drives the counselor to attend it's concern right there and then.

belief about human nature affects the counseling plan?	mo na yung kaniyang cognitions e. Maririnig mo na yung thinking patterns niya. Dun pa lang nagti-treat ka na. Nagcoconfront kana nagcha-challenge ka na. Ganoon yung nagiging ano ko. Kaya sinasabi kong parang may template sa mind ko. Kasi pwede mo na siya kaagad na iapply. Habang nagusap palang kayo. Yun na yung sinasabi ko na automatic.	A template on the back of the mind helps the counselor to deal with the client's concern by looking through its patterns of thinking and cognition to confront it.
What do you consider in making a counseling plan? What do you mean by resources?	Unang una context ng tao. Yun talaga. Ano ba yung resources niya. Yung mundo niya. Ano ba yung pabor sa kaniya. Ano ba yung pwede niyang gawin? Tiyaka ayun nga. Dahil nga Pilipinas ito. Lalo na kapag family ang concern. Syempre we cannot do without the family so syempre mga estudyante ito, mga paaral yan e. Di naman katulad sa ibang bansa na sila nagpapaaral sa sarili nila. So itong mga ito, wala ring magagawa. So yung ano dun, anong pwede mong gawin na to help you out in your situation. So yun yung ah, tawag dito, yung kontekstong ibig kong sabihin. Kung ano yung ginagalawan niyang mundo, ano ung usual na nangyayari, ano yung pagkakaintindi niya.	Context of the individual
Sir, what is your view of a successful counseling plan?	Kapagka. Katulad nga ng sinabi ko sumasabay na iyon e, integration ko, right there and then. Ang successful intervention plan ko, ay intervention plan, intervention rather, is that ahmm, kapag, una kapag nakapag-express na siya ng understanding about his or her situation, alam na niya kung anong nangyayari, so kung bakit nangyayari ang mga bagay bagay. Pangalawa kung siya mismo ang magoffer, kahit yun nga lang ee yung number 1 lang na naiintindihan na niya. Pag number 1 kunwari naiintindihan na niya, pero di pa siya, pero wala pa siyang maisip na solusyon. Pwede yun sa next session. Kaso nga lang minsan hindi na sila bumabalik diba? Kaya nga pangalawa na dun ay sa session na iyon, nag-express na sila kung anong gagawin nila. E kasi nga naiintindihan na, so dapat alam na nila panong gagawin, anong gagawin nila, and then, so nag-generate ka na ng solution, and then kapag yung ahh, emotional aspect like they say na, okay na sila, pwede mo kasing tanungin yun e. Scaling question noh from before. Sabi sayo minsan kasi naghahalo e naghahalo, nagcognitive ka sa simula, ako ah, nagcognitive sa simula pero pagdating ng dulo, I still use a technique kasi ang ganda e, katulad niyan tanungin kita, "From before and after, ikumpara mo lang ah, be honest with yourself. Ahh kumpara mo lang, how do you feel about yourself right now and before so duon nila makikita na there's also improvement on their part. Hindi naman sa nagfish ka ng ano compliment, pero kasi, they need to see from themselves na ahm nagimprove yung yung sa situation nila, hindi dahil nakipag usap sila sayo, kundi dahil pwedeng mangyari na magimprove, yan. So yun yung tatlo na sa tingin ko na the intervention worked.	The client can express the understanding of his situation. The client can give solution to the problem being presented after understanding the it The client express understanding and can apply the plan of action and solution to the concern Being integrative in using the chosen approaches and techniques
Sir, what it's like to go through that	Ah, pag yung ano nuh, yung talagang nagformal ka na ano, Ano medyo exciting, kasi anong tawag dito, ayun naman kasi yun masasabi kong parang weakness din ng	Feel of excitement in creating a counseling plan

experience of creating a counseling plan?	approach ko na right there and then my template nga na minsan kasi kapag finormalize mo. Let's say for example binigyan mo ng time mag-isip, duon mo makikita na may iba ring paraan kung paano mo siya matutulungan. Yun ang ano duon ahh isa sa edge mo kapag talagang you really gave time to plan your treatment. Ang disappointment ko lang dun is that kapag hindi na bumalik yung bata tapos pinagisipan mo pa yung gagawin mo, so grabe, tapos minsan pa niyan dahil nga ano, alam mo yun pagbalik nila, okay na sila, yung ganun lang, so bakit pa ako nag-treatment plan. Kaya ang inaano ko, yung mismong nandoon na.	Realized the weakness of the approach being used in the session Creating a counseling plan will help the counselor to think of different ways in helping the client Time is needed in making a plan Experienced disappointment when clients were not able to come back for a follow-up as written in the counseling plan
Before we conclude this interview, is there anything else you would like to share about how personal guiding theory of counseling affect your practice as counselor that we have not yet had a chance to discuss?	Yun nga, It has its weaknesses. Madali kasi. It becomes an automatic response na rin for me. Pero yung nga lang you get it as a weakness na baka mamaya you're you're shortchanging the person for his or her needs. May danger din na baka mamaya, dahil ang perception ko ay ngayon na natin gawin 'yan is baka hindi natin fully naeexplore yung context ng tao, yung resources niya dahil naniniwala ako na dapat right there and then yan. So yun yung ano dun. Personal guiding theory is good okay? But ahmm yung nga it will never hurt to really plan out your interventions. It's a case to case basis. Talagang kailangan sa tingin mo kailangan mo. Clinical judgement mo ay talagang kailangan nito then go. Pero yung iba naman, in my experience, hindi naman masiyado.	Personal guiding theory is good but making a treatment plan is necessary Counselor clinical judgment is necessary in the decision of creating a counseling plan
Again, I appreciate the time you took for this interview. I should have all the information I need. Would it be alright to visit you again if I have any more questions?	Yes.	
Thank you po.		

Appendix O

SAMPLE CODES AND CREATING OF THEMES

Main Research Question #1										
What Personal Guiding Theory of Counseling do Filipino Counselors hold?	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10
	Individuals essentially learn through direct or vicarious experience	Individuals are unique	Individuals are unique	Individuals have potentials they need to be aware of	Individuals are good	Individuals can make good decisions for oneself	Humans have the capacity to become better	People are good and healthy	Individuals are unique	Individuals have needs to fulfill
		Individuals are capable of making decisions	Individuals are have the capacity to handle their issues	Individuals make mistakes but they deserve a second chance		Clients have the capacity to overcome their problems	Humans are good	Individuals are driven by their needs and what they want to achieve	Individuals gave the capability to control one's thought to direct life	Individuals are capable of making good decisions
		Individuals have capacity to change their situation					There's essence of Goodness in everyone	Man is good		
		Individuals have the capacity to change						Man can adjust and find meaning about self		



Common	f	%
Individuals are capable of solving their difficulties	8	80
Individuals are good	4	40
Individuals are unique	3	30
Individuals are driven by needs	2	20
Individuals can make good decisions in life	3	30



Main Research Question #2.1

	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10
How does your belief about human nature affect your choice and use of counseling approaches and techniques?	Since the view of the client's problem can be categorized easily, it helps the counselor to automatically choose and use a counseling approach and techniques	Choose an approach that will be automatic and beneficial for the counselee	Don't know exactly how it affects but has a "gut" feeling that it should be the one to use with the client	Subscribe with humanistic approach because of practicality and in sync with one's belief system	Be able to easily help client realize their goodness by using approaches and techniques relevant to one's belief about human nature	Help client be aware of their strength to handle their concern using an approach similar to one's belief about individual	Adhere to a framework which is congruent to what one experiences or believes in as an individual	Anchor the belief that people are good to the choice of approach as and techniques for the client	Efficiency to direct and give concrete example to client as it was approved by oneself to be working	Choose approaches and technique believe to be very effective for the individual's human nature
	There is a "gut" feeling that it should be used to the client		Every client has certain approaches necessary for their needs because they are unique	There are psychological belief systems that validates and is an advantage to one's belief					The counselor's approaches and techniques will not be effective if the client's human nature is not equal to the guiding belief of the counselor	

Common		f	%
Counselor spontaneously choose and use counseling approaches and techniques based on their belief about human nature		9	90
Counselor select and apply counseling approaches and techniques that are similar with their beliefs and how they deal with their experiences		3	30
Counselor make use of counseling approaches and techniques based on their runs		2	20

Main Research Question #2.2										
How does your belief about human nature affects the counseling relationship?	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10
	Perception to client affects the counselor's attitude in building the relationship	Make it easier to journey with client to reach the goal	The counselor and the client will have the same way of communicating with each other and the client will be more open to share	Give direction on how to deal with the client	Client becomes more comfortable with the counselor and be more positive about themselves	The counselor will be more respectful and sensitive with the client	Build a sense of connection	Affect the treatment to client	To have a harmonious relationship	Being cautious in doing the counseling process and have limitations for oneself in doing things in the session
		Helps in dealing and reconnecting with difficult client								

Common		f	%
The counselor and client can communicate well and build a harmonious relationship with each other		6	60
The counselor will be careful and wary in building and maintaining relationship with client		4	40

Main Research Question # 2.3										
How does your belief about human nature affects the counseling plan?	C1	C2	C3	C4	C5	C6	C7	C8	C9	C10
	It's automatic that belief about human nature affects the counseling plan	Helps in conceptualizing the plan	The different needs of the clients affect the creation of the overall plan	Guiding point on how one will do the counseling plan	Draw professionalism	Everything will flow from the belief about human nature	Tailor fit the counseling plan to the client's need	Make the plan based on the severity of the concern	Inhibit the counselor to be bias and judgmental in making the plan	Every theory is related to the view of human nature that involves a process on creating a counseling plan
	There is already a template on the back of the mind as you moved toward the counseling session				Being nonjudgmental of the things being included in the counseling plan					

Common		f	%
Counselor naturally creates a counseling plan based on their belief about human nature and their needs		8	80
Counselor becomes non-judgmental in creating the counseling plan		2	20

Research Question # 1

1. What Personal Guiding Theory of Counseling do Filipino Counselor's hold?

Assumption#1	Counselor view human nature as unique, good, are driven of needs, can solve their difficulties and make good decisions in life		
Common Themes	f	%	Sample Statements
Individuals can learn and are capable of solving their difficulties	8	80	"view of human nature is that ... we can't help but learn either by directly experiencing or by vicarious experience" - Efren "Kaya parang laging tingin ko sa isang individual or sa isang counselee, talagang meron naman talaga siyang capacity to turn things around." - Liway "Individual has this capacity to change. Kumbaga they have the power to uhm to make things better for them." - Liway "Nakikita ko sila as they have the capacity to handle their issues" - Riza "There are potentialities that are hidden it just takes someone to harvest it just to make people aware that there are other things they can explore that there are things that they can still look into." - Imelda "I believe 100% na may capacity to overcome." - Ligaya "Well for me really coming from humanism in that humans has the capacity to become better." - Arnel "... man can adjust to his or her behavior and find meaning of himself or herself" - Lualhati "... we are capable like on controlling our thoughts and we are capable also like directing our life" - Mayumi
Individuals are good	4	40	"Basically, humans err or make mistakes but there are second chances because they are basically good." - Imelda "I always believe that there's hope that every individual that I have to deal with ... there nature can do good" - Sally "Well for me really coming from humanism in that humans ... that humans are more good." - Arnel "... if you look into the deeper part of every human there's the essence of goodness in everyone" - Arnel "... people are healthy, and people are, people uhm, people are good and healthy." - Lualhati "That man is good ..." - Lualhati
Individuals are unique	3	30	"I believe that all individual is uhm unique." - Liway "Everybody is unique, with different personalities, uhm different issues." - Riza "I believe that all individuals are unique." - Mayumi
Individuals can make good decisions in life	3	30	"He or she is capable of making his or her decisions." - Liway "Pero ako naniniwala, kaya kaya gumawa ng good decision, unless clinical siya. Pero kaya eh." - Ligaya "... people are capable of uhm making good decisions in life" - Rubi
Individuals are driven by needs	2	20	"Because for humanistic the person is basically more on driven on their not necessarily more on behavior but on what they want to achieve." - Lualhati "Well, human nature of or the nature of a person is that we have our needs and based on my if I will relate that to my counseling philosophy or to what I believed in, these needs are love and belongingness, the need for power, the need for survival, the need for freedom and fun." - Rubi

December 5, 2019

Dr. Teresita T. Rungduin  12/5/19
Educational Policy Research and Development Center
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Greetings of Peace!

The undersigned is a Master of Arts in Education Major in Guidance and Counseling student of Philippine Normal University, currently undertaking a thesis project, with the title "**Filipino Counselor's Personal Guiding Theory of Counseling.**" In a nutshell, it is a qualitative research through a case study method, which entails an in-depth examination of Filipino Counselor's Personal Guiding Theory of Counseling that includes gaining access to the research locale and interview session with the participants. The study aims to explore the personal guiding theory of counseling of Filipino Counselors. More specifically, it desires to answer the following research questions:

1. What Personal Guiding Theory of counseling do Filipino Counselors hold?
2. How do Filipino Counselor's Personal Guiding Theory of counseling manifest to the following;
 - 2.1 choice and use of counseling approaches and techniques,
 - 2.2 counselor-client relationship,
 - 2.3 counseling plan?

In this regard, with your expertise, I humbly seek your support in validating the attached pool of data.

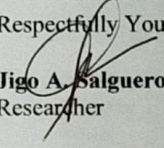
I would greatly appreciate if you can write comments, suggestions and recommendation that will help improve the sets of data. I believe that your expertise will help along the way to the improvement and success of this research endeavor.

Thank you very much for your kind consideration and valuable contribution in this study.

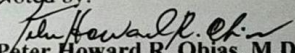
I am looking forward that my request would merit your positive response.

Thank you very much.

Respectfully Yours,


Jigo A. Salguero
Researcher

Noted by:


Peter Howard R. Obias, M.D., Ph.D., RPsy, RPsM
Thesis Adviser

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JIGO A. SALGUERO, LPT

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An emphatic, determined and goal-oriented individual whose education and training in counseling education contributed to be skilled in creating, developing and implementing guidance and counseling related tasks and activities. A helping professional with a background on psychosocial and mental health services to individuals and groups in school setting.

EDUCATIONAL ATTAINMENT

2020	Master of Arts in Education Guidance and Counseling Philippine Normal University
2016	Bachelor of Science in Psychology – Guidance and Counseling Stream Graduated Cum Laude Philippine Normal University

EMPLOYMENT AND PROFESSIONAL EXPERIENCES

Guidance Associate, La Salle Green Hills, Mandaluyong City

May 2018 - Present

Task to create, develop, implement and evaluate counseling-related tasks.

Part-Time SHS Teacher, Personal Development Subject, St. Mary's College Quezon City

June 2017 - April 2018

One year experience as part time teacher of Personal Development subject to SHS students and performed

the following tasks:

- 1) Organize and create Student Learning Plans for two (2) semesters;
- 2) Discuss relevant information and knowledge about the subject matter;
- 3) Conduct assessment to students through different methods; and
- 4) Evaluate and assess student's performance.

Growth Facilitator, St. Mary's College Quezon City

May 2016 – April 2018

Two-years' experience as practicing counselor for the following levels;

Grade 8-10 Growth Facilitator (S.Y. 2016-2017) and Grade 5-7 Growth Facilitator (S.Y 2017-2018) and performed the following tasks:

- 1) Prepare, implement and evaluate Annual Program Action Plan;
- 2) Conducts orientation on the YDSO programs and services for pupils/students, parents and personnel;
- 3) Provides growth sessions to pupils/students and clientele through conferences and/or dialogue;

- 4) Gives information and recommendations to the faculty, parents and other personnel concerned with the welfare of the pupil/student;
- 5) Acts on referral cases related to YDSO services;
- 6) Confers with parents as the need arises;
- 7) Administers and interprets individual and group tests;
- 8) Works with the Grade Level Coordinators, Coordinator of Student Affairs (Activity/Discipline Coordinator, and class advisers in planning relevant activities for pupils/students;
- 9) Maintains updated cumulative records of pupils/students for reference purposes;
- 10) Conducts researches related to and beneficial to the institution;
- 11) Prepares and submits the following for:
 - a. Testing Services
 - i. Testing Program
 - ii. Inventory of Test materials of the level
 - iii. Reports on test results
 - b. Growth Conference
 - i. Conference Logbook
 - ii. Referral Feedback
- 12) Files records of his/her assigned level, i.e. Programs, Activity Plans, Minutes of Meetings, Reports and
- 13) Performs other tasks assigned by the YDSO Coordinator.

Research Panelist

March 12, 2018

Became a panel for the research output of Senior High School students of St. Mary's College, Quezon City

Facilitator, Focus Group Discussion

August 13, 2017

Facilitated focus group discussion for migrant students of Don Bosco, Tondo, Manila entitled "FGD on the Needs of Migrant Youth of Don Bosco Tondo"

Facilitator, Wellness Focus Group Discussion

March 25, 2017

Facilitated focus group discussion for graduate students of Philippine Normal University entitled "Tara! Usapang Graduate School Tayo"

AFFILIATIONS

- ✓ Philippine Guidance and Counseling Association, 2016 - Present
- ✓ Philippine Mental Health Association, Contributing Professional, 2016 - Present

UNPUBLISHED RESEARCH

- a) Job and Career Field Preferences of the Grade School Pupils for S.Y. 2018-2019
- b) Compassion Satisfaction and Compassion Fatigue of the Basic Education Teachers in St. Mary's College Quezon City

- c) A Correlational Study on Aptitude, Academic Performance and Achievement of Grade 8 Students during S.Y. 2016-2017

PROFESSIONAL LICENSE

Licensed Professional Teacher (Social Science)

TRAININGS AND SEMINARS

Assessment and Intervention with Suicidal Clients

April 14, 2020, Self-study, American Counseling Association

Mindfulness, Healing and Transformation: The Pain and the Promise of Befriending the Full Catastrophe

April 9, 2020, Self-study Material, PESI Publishing and Media

(PPM) and Psychotherapy Networker Establishing Personal and Professional Boundaries

April 9, 2020, Self-study, American Counseling Association

Counselor Self-Care

April 8, 2020, Self-study, American Counseling Association

COVID-19 and Telebehavioral Health: Ethical Considerations During a Public Health Emergency

April 6, 2020, Self-study, American Counseling Association

Beginning Lasallian Educators Seminar Series 1 (BLESS 1)

June 3, 2019, Retreat House, La Salle Green Hills

PGCA 2019 International and 55th Annual National Conference

May 15-17, 2019, The Manila Hotel/ Far Eastern University

Teen Suicide: Detection, Intervention and Prevention

September 17, 2018; St. Luke's Medical Center – Global City

Promoting Positive Mental Health in the Workplace

May 25, 2018, La Salle Green Hills