

Professional Development Plan and Role Review

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COUN 6101: Ethics and Professional Identity

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December 2, 2023

Introduction

In the Professional Development Plan and Role Review, this plan is created to be a roadmap guiding the career trajectory I plan to take. It serves as a dynamic tool that evolves with my experiences and aspirations, empowering me to navigate my professional journey more effectively. The topics that will be addressed is a practice plan that includes education and career goals going into depth about the professional plan and how I will accomplish these plans. It will also include necessary collaborations with other professionals and why the collaboration would be necessary. An overview on the Texas law and requirements to obtain a license in counseling will also be discussed including the necessary steps to take. Overall, this assignment will outline the professional goals that I have and how these goals can be met using thought provoking steps to enhance the steps needed to achieve these goals.

Practice Plan

- Professional credentials I would hope to earn is a CMPC certificate along with completing the graduate coursework and receiving a Master's in Sport and Performance Psychology either with a Positive Coaching concentration or applied practice concentration.
- I intend to pursue employment in a professional or collegiate basketball environment working with athletes utilizing my education to work as a player development coach/assistant or head coach. I also would not be opposed to being a mental performance consultant with athletes
- Some advantages in this plan would be the networking opportunities it would offer and being able to expand on my personal experiences as a collegiate and professional athlete transitioning into a college or professional basketball coach. Some disadvantages that

may arise is the competition in this field. Many individuals who are involved in sports and individuals who may not have had any affiliation with sports all could desire these same opportunities since it is attractive to work in this profession. It would be challenging to climb the ladder in this field since it seems that many of the opportunities are “who you know” and not so much “what you know.”

- I plan to maintain this plan for an additional 3-4 years without making significant changes
- I think I would realistically cap the stability of this plan within the next 2-3 years
- The support system that I would need to be successful is continuing to receive patience from my own family. With my family giving me the freedom to explore my passions and interests is the best way they could support me.
- Some self-care strategies that I would implement to support this professional role are prioritizing rest and staying active.

Professional Collaboration

- Some professionals that I may collaborate with as a consultant in sports could be strength and conditioning coaches, athletic trainers, nutritionists/dietitians, and physical therapists since in some way shape or form these professionals also interact with athletes that could be a client.
- Working with other professionals would enhance my own practices since it would expand my knowledge on other areas of what the client may be encountering that ultimately affects my practices as a consultant.
- Some ways that collaboration would be necessary with other professionals is if a client is injured, it would be beneficial to work closely with physical therapists or athletic trainers

to develop a plan that considers the clients mental well-being alongside their physical recovery. Another example could be working with sport coaches and team management to address any issues that may impact their performance.

Supervision Requirements

- As a potential college or professional coach, I do not believe there are specific requirements for mentorship and supervision. However, it is always encouraged to continue education as a sports coach through attending clinics, workshops, to enhance their role. As a consultant, the mentorship required is 400 hours, 50 hours that may be able to be completed through a Masters program through applied practice concentration
- In both routes, I would have to do some networking to find a mentor or supervisor. I do hope I can get some assistance through UWS to find resources.
- 400 hours would be required to complete mentorship
- I think the cost of mentorship would be dependent on the company/team and who chooses to be your mentor. My ideal route would be in college and professional sports and from research, mentorship would be little to no cost, it would be dependent on the specific team.
- The employer I currently work for provides reimbursement for continuing education. However I am not certain that mentorship services will be covered
- I will be able to utilize this resource in perhaps going to workshops, or clinics that are covered through the reimbursement program
- Having an open line of communication with the supervisor, receiving beneficial resources that align with my professional development plan, and receiving support with my self care strategies would be the best way to continue the engagement with supervisor

Obtaining Licensure

- UWS offers a CMPC program that requires 400 mentorship hours while Texas requires 3,000 hours of supervision for a LPC
- An LPC will not be met through UWS CMPC program
- I will need to obtain additional supervision hours, specifically 3,000 hours, with 1,500 hours under direct supervision
- Yes, it aligns since the state of Texas requires a graduate degree in counseling along with passing the National Counseling Exam or National Clinical Mental Health Counseling Exam
- Documentations required in Texas are a complete application and fee (fee covers both Associate license and upgrade to full LPC), submit a signed supervisory agreement form with a board approved supervisor, submit passing scores from the NBCC, submit an official transcript that shows the conferral date of your graduate counseling degree, complete the Texas Jurisprudence Examination, submit a self-query report from the National Practitioner Data Bank, and submit electronic fingerprints for a nationwide criminal history search. After passing the exam, the applicant should contact a board-approved supervisor to set up a supervisory relationship by completing the Supervisory Agreement Form found on the BHEC forms webpage. Applicants for licensure who have passed the licensing exam and have set up supervision with a board-approved supervisor should submit their application and supporting documents via BHEC online licensing system
- In Texas, a client and patients consent is needed for Telehealth services

- I think some barriers could include the required supervision and mentorship hours and passing the licensing exam. The application process may also be challenging since the gathering of all necessary documentation can be difficult. Some solutions may be to seek guidance from the Texas State Board of Examiners of Professional Counselors to ensure a smooth process.

Maintaining Credentialing and Association Memberships

- I would need to maintain a CMPC through AASP, and maintain a membership through AASP
- If I wanted to work with sports team as a player development coach or as just a coach, it would be wise to hold a Certified Strength and Conditioning Certification to help with my understanding of optimal performance in their sport, as for the CMPC route, it would be wise to obtain a Mindfulness-Based Cognitive Therapy Certification to enhance my knowledge with integrating practices to support clients with depression and anxiety
- For a MBCT, it can cost as low as \$18.99 to \$89.99, a CSCS exam cost about \$340-\$475 to register for an exam, excluding study materials
- The benefits are the expansion of knowledge in both fields, I also think it helps to have it on a resume and opens up more job opportunities
- The Texas Board of Examiners of Professional Counselors mandates counselors to complete 24 CEU every 2 years
- For a CSCS, CEU requirements are 6.0 every 2 years through NSCA, MBCT has resources available for continued education up to 20 credits
- Documentations needed for both is a copy of college transcripts

Current Labor Market

Assess current labor market information relevant to opportunities for practice within the counseling and consulting professions. Report on the current labor market within your geographical area for your future professional role. What systemic trends may contribute to the growth of the profession and increased employment opportunities? Discuss average expected financial compensation.

According to the Bureau of Labor Statistics, in my geographical area, Dallas-Fort Worth-Arlington, Texas, as of May 2022 it is reported about 580 counselors are employed in this area. The systemic trends that may contribute to growth and increased employment opportunities is the increased awareness in mental health.

There is growing acknowledgement of mental health which leads to an increased demand for counselors. In education, the encouragement of addressing mental health is also growing, so this provides students opportunities to use counselors even more than before. Lastly, many corporate companies are investing in employee mental health that leads to the use of counseling services. The hourly mean wage in this area is \$23.39 per hour, with an average annual salary of \$48,650 (Counselors, 2008).

Speciality Training

- To work with professional sports team or college sports team, there isn't a particular training that would be required to be a coach, however, additional coaching clinics, and workshops are always encouraged, in regards to a CMPC required training could be a potential specialization in athletes, or even working with the general population.
- In working as a player development coach or a coach on staff with a basketball team in college or professional team, a license I think would enhance my knowledge and experience would be a USA Basketball Coach License, this enables coaches to establish

credibility by joining the national standard of in coach education and safety through USA Basketball. As a potential CMPC, a beneficial speciality that I would like to obtain is a Sport Performance Specialist. I think it would be beneficial to not only work with athletes on the mental performance side, but to also have knowledge as a sport performance specialist that can open up avenues to expand my skills to open up more job opportunities. I have previously had this certification, but I would have to continue to obtain CEU's to maintain this certification.

- For the USA Basketball Coach License, the costs are currently \$58 from Oct. 1-Dec. 31, 2023, \$68 from Jan. 1-March 31, May 1-June 30 & Aug. 1-Sept. 21, 2024, \$136 from April 1-30 & July 1-31, 2024 (USA Basketball).
- The best time to pursue these specialities would be when prices are the cheapest and ideally if I have the bandwidth, during my graduate program, that way I can obtain a degree along with specializations at the same time
- Telehealth practices I can take to ensure client safety for effective outcomes are staying up to date with education/training and HIPAA compliances. By understanding the ethical guidelines and legal regulations specific to telehealth in my geographical area. With HIPAA Compliance familiarizing myself with HIPAA regulations, client confidentiality and data security.
- Some considerations for telehealth is the convenience and flexibility it offers to clients who are not local. Understanding that different states and countries may have different telehealth policies and procedures. One notable consideration is how to handle emergencies and crises if there are any to occur during a session.

- A common difficulty is the access and reliability of technology with both clients and counselors. This is important for communication in both parties as you want to make sure the sessions remain effective through reliable connection. Confidentiality and security is significant in telehealth since you want to be able to maintain privacy with virtual appointments as well.
- Texas requires professionals in this practice to merely obtain a patient or clients consent before conducting any virtual appointments

Career Development

- Engaging in projects that support certain population groups can enhance professional development. Some of these groups can include the LGBTQ+ community, veterans, elderly, etc. Another project could include providing counseling services to underserved populations, researching national groups that receive little to no mental health services and providing them with services that will be beneficial. In the route of a sports coach in a college or professional setting, service projects that would be beneficial would be a collaboration with a school or professional/collegiate sports team to conduct workshops about mental health for athletes.
- Advocacy in the LGBTQ+ community, veterans, elderly, minority ethnic groups would all enhance professional work in this field.
- Ideally, 2-4 hours per week would be dedicated to career development, or 8-16 hours per month
- Self-evaluation practices that would enhance my career would be to utilize the SMART goal method to implement short term and long term goals and regularly assess progress

towards these goals. Also utilizing career and self assessment tools to provide valuable insights on my strengths and what potential careers align with my unique self.

Summary

This assignment was truly beneficial to my career and education goals. As much as I aspire to achieve these goals, it is often difficult to sit down and develop an action plan. Everything that was discussed in the development plan has been extraordinarily useful and it allows me to understand the specific steps I need to take to be successful in my career. It also helps me to understand my ideal timeline in this plan, especially with the start and completions of the certifications and specialties discussed in this plan. It opened up my thoughts and potential avenues that would enhance my career opportunities. Learning of the geographical jobs and financial incomes has also been very useful as I can have a better idea on a desired location for practice.

I have always just “thought” about these plans, and used the word “ideally”, now that this plan has been thought out and I was able to do some research regarding my goals, this brings reassurance and confidence in what I could do for my future. Since graduating with a Bachelor's Degree in Kinesiology with a specialization in Exercise Science, I was still very lost and confused about what my potential career path would be. This assignment has been the most impactful assignment that I have ever completed since it puts my future career plans into action.

References

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