

Integrated Developmental Model

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Level	Motivation	Autonomy	Self-other awareness
1	High motivation High anxiety Focus on skills acquisition	Dependent on supervisor, need for structure, direct feedback, minimal direct confrontation	Limited self-awareness. Focus on self: anxiety performance Difficulty seeing strengths / weakness
2	Fluctuating. More complexity shakes confidence.	Dependency-autonomy conflict. Specific help Dependent/ evasive	Focus more on client, can empathise. May become enmeshed, need balance
3	Stable Remaining doubts not disabling Total professional identity and how therapist role fits	Firm belief own autonomy Sense of when necessary to seek consultation	Accepts strengths/ weaknesses Can focus on client and process info. Including use of own reactions.