



Human Givens Diploma – Part 3

Information and guidance for students

Part 3 of the HG Diploma is designed to continue the growth and development of your knowledge, skills, understanding and practice and to assess your competence as a therapist. It is, therefore, a combination of assessment and learning.

During Part 3 you will participate in the following activities:

- Delivering observed therapy (twice), receiving feedback on your practice and evaluating your performance*
- Participating as a 'client' for two different fellow students
- Critically evaluating and feeding back on other students' therapy practice
- Participating in a short viva (oral assessment) with one or more of the tutors
- Engaging in classroom learning activities and discussions led by the tutors
- Contributing to a safe and collaborative classroom environment, which is supportive of learning

Following Part 3, you will be asked to complete and submit to the College (within 2 weeks) a Personal Development Plan that reflects on your practice and learning during Part 3 and sets out your plan for ongoing professional development. It is recommended that you keep a reflective diary during the week to help you with this.

**The therapy sessions, and subsequent feedback, will be filmed. The films will only be used for the purposes of assessment, moderation and training of future Part 3 tutors.*

Suggested preparation

In preparation for the assessment of your practical skills, as well as the ongoing work with your supervisor, we recommend you review your course notes from Parts 1 and 2, including the rewind and counter-conditioning protocols, which it is good to go through with your supervisor.

As part of your practical assessment, the tutors will need to see all of the skills you have learnt demonstrated (including the range of influential language skills, psycho-education, use of story and metaphor), as well as your ability to work within the RIGAAR framework.

Students' competencies will be assessed against the Standards of Competence detailed in Section B of the HGI's Code of Ethics, which can be found on the HGI's

website. (<https://www.hgi.org.uk/about-hgi/ethics-and-conduct/hgi-ethics-conduct-policy/section-b>)

Reading

It is also suggested that, in addition to revising the Diploma Manual and Part 1 workbooks, you review and study key titles from the Part 2 Reading list, specifically the HG Publishing titles.

Assessment

Each assessment within Part 3 is designed to test a range of core competencies that underpin being a safe and effective therapist.

• **Observed therapy**

The key assessment activity within Part 3 is the delivery of two observed therapy sessions, of 50 minutes in length. You will be expected to provide safe and effective, structured therapy, tailored to your 'clients', using appropriately selected interventions and techniques, with the required level of skill.

At this level, it is important that the therapy you provide is focussed on and appropriate to your client and their presenting issue, needs, resources and barriers. While it can feel safer to rehearse specific interventions or aspects of sessions (such as guided imagery), good therapy is never delivered from a script. A key element in therapy is the willingness to embrace doubt – to not know and to wait, ask questions and work with your client to find strategies and solutions that are right for them. The key is to be confident in the skills and learning you have developed on previous courses, and with your supervisor, and to help your client as best you can, within the Human Givens framework and the time available to you.

The key question your tutors will need to answer is whether your Human Givens practice is safe, effective and ethically sound.

To facilitate this exercise, we will also ask you to be a client for sessions with two of your peers (much as you did during observed therapy on Part 2). To ensure your peers have something to work with, please bring two things from your life that you would like to work on as client (and do not discuss what you have chosen with your fellow students beforehand). At least one of these things should be a trauma or phobia, or addiction. The issue may be something that is troubling you or an area of life in which you'd like to make improvements.

Please bear in mind that you will only have one session with your peer to work on your chosen issue, so try to avoid anything more complex that may require significantly more sessions of therapy to address.

• **Critical evaluation**

After each therapy session, you will be asked to contribute to a discussion of the session you have just witnessed. You will be asked to identify good practice, areas for development and alternative treatment options.

This is a learning opportunity for you and your fellow student therapist. The feedback you provide should aim to be constructive, helpful and accurate, and demonstrate your engagement with and understanding of key therapeutic principles.

- **Viva**

This oral element is designed to deepen your understanding of the core Human Givens ideas and to ensure that, as a therapist, you have a nuanced and sophisticated grasp of the Human Givens framework and can apply it in different circumstances.

Your task is to consider one area of life, other than in providing therapy, where you could apply Human Givens ideas and concepts to positive effect. For example, you may want to consider how it could be applied in a particular business, in education, in a charity, in politics or any other environment or context that is of interest to you.

In the viva, you will be asked to spend the first five minutes explaining your idea, of where Human Givens could be applied and why you think it would be of value in that context. A tutor will then discuss the idea with you. You will be assessed on the depth of your demonstrated understanding of Human Givens ideas and concepts, your ability to synthesise the insights with the context of your chosen environment and to evaluate the potential benefits, barriers and likely effectiveness of your suggestion.

To help you prepare for this aspect of the week, it may help you to think about the following questions:

1. Which Human Givens concepts or ideas are you going to discuss? You could, for instance, talk about ways of applying the organising idea of needs, barriers and resources. Or you may want to apply the APET model to some aspect of behaviour. Or to use the RIGAAR structure outside therapy. Or discuss ways of using language skills etc.
2. Where will you apply these ideas? It may help to think about a specific area of life – a particular type of business, school, organisation etc.
3. Why do you think this Human Givens idea or concept would be of value in this area of life?
4. How could you present the ideas or concepts to ensure they are likely to be accepted and effective? How would you synthesise the ideas with the model of reality of the people in this area?
5. What barriers might you face and how might you overcome them?

You do not need to cover all of these points in your 5 minute explanation, but your tutor will want to discuss them with you.

You will not be assessed on your presentation skills and do not need to prepare slides. The viva will usually last up to twenty minutes.

Contributing to a safe and collaborative classroom environment

As in Part 2, you will be asked to adhere to the three key principles of the classroom: kindness, respect and a focus on learning, and to make a positive contribution to

creating a safe and supportive learning environment. It is important that you are kind to yourself and your peers, that we respect everyone's experience and the process of the week and that we focus on our own development and growth.

Part 3 is not a competition, we expect students to be supportive of each other, aware of the environment and the impact of their words and behaviour on others, and open to ongoing learning.

Personal Development Plan

Your Personal Development Plan (PDP) will be completed after the Part 3 week and should be submitted to the College, by email, within two weeks.

Within the PDP you will be asked to:

- Reflect on the observed therapy sessions that you delivered, taking into account the feedback that you received. You should indicate what you thought you did well, what you would do differently now and what you have learnt about your practice;
- Identify areas for further development and the steps that you will take, over the next year, to continue learning and developing as a therapist.

Pass Criteria

Therapeutic ability

Your therapy sessions during the week should demonstrate your understanding of Human Givens concepts in practice as well as the specific protocols and skills required to delivery safe, effective and ethically sound treatment. You should demonstrate an understanding of the client's difficulties and respond effectively to their concerns. Your supervisor's report will also be taken into consideration.

Critical reflection and learning

You should have internalised the concepts of Human Givens and demonstrate this by critical reflection of your own abilities, good sense and sound judgement in practical matters as a result. Reflective practice is a key element in developing as a good practitioner as is an ongoing openness to learning and the humility to accept that we all have learning still to do. During the week you will be giving constructive feedback to your fellow students as well as receiving theirs of you.

Self-awareness and self-management

This is having a clear perception of your personality, including strengths, weaknesses, thoughts, beliefs, motivation and emotions. Self awareness allows you to understand other people, how they perceive you, your attitude and your responses to them. It is understanding how your behaviour may impact upon others and acting in a way which is consistent with the guiding principles of the classroom – kindness, respect and focussing on learning for all.

Results

Following your submission of your PDP, your final outcome will be communicated to you via email within 28 days of Part 3 along with the Assessors' report. There are a number of possible outcomes, as follows:

PASS

Participants will pass if they demonstrate:

- A high level of competence in delivering safe, effective and ethically sound Human Givens therapy;
- A clear understanding of, and ability to work with, the Human Givens organising ideas and concepts;
- An ability to critically reflect on ideas and their own practice and an ongoing openness to learning and continuing development;
- A high level of self-awareness and self-management, which indicates an ability to regulate their own emotions and behaviours for the benefit of others.

Students who pass will gain the Human Givens Diploma Practitioner qualification and may then apply to become Registered Members of the HGI to appear on the Professional Register of Human Givens Practitioners.

CONDITIONAL PASS

Participants will be awarded a conditional pass if:

- they meet the majority, but not all, of the requirements of a pass grade
- they demonstrate the potential to address their areas for development within the following 12 month period.

In order to gain a full pass, students awarded a conditional pass will be required to fulfil additional conditions to address their required areas of development and to work closely with their supervisor to meet these conditions. The conditions will be tailored to the individual but may include further engagement with training or work with a supervisor to improve aspects of practice or understanding. Students are expected to continue to demonstrate self-awareness and critical reflection on the reasons for the conditions they have been given.

To demonstrate that these conditions have been met, students may be required to submit additional work for assessment. The exact piece(s) of work will be dependent on individual circumstances, but may include submitting recordings of therapy, demonstrating improvements in competency and skill and/or a reflective piece of work outlining the learning or personal development work that the student has undertaken since Part 3. Any additional work required will be communicated to the student in the Assessors' Report. Depending on the conditions set, further assessment may incur additional costs.

Once the required work has been completed and submitted for review there are two possible outcomes: a pass or an ongoing conditional pass. However, the College also reserves the right to award a fail at this stage if it witnesses or is made aware of dangerous or unethical practice by a student with a conditional pass.

Once a student's individual conditions have been successfully met and their therapeutic work is judged to be of the required level, they will be invited to progress to registration.

FAIL

The participant is not ready to proceed to registration or has not displayed the competency to work with the public as a Human Givens therapist. Depending on circumstances, they may be able to reapply for Part 3 but not within one year and subject to meeting certain conditions, which will be tailored to the individual and their practice.

Feedback

In addition to your results, your Part 3 tutors will provide you with written feedback on your practice and PDP. You should use both the feedback in the Assessors' Report and the PDP in your ongoing work with your supervisor.

Appeals

Students can appeal against their final results if they have valid grounds for believing them to be unfair or inaccurate. Such grounds may include:

- That the student's performance in an assessment suffered through illness or other compelling circumstances which could not have been reasonably reported at the time of the assessment; students who base an appeal on this ground will be expected to show why the circumstances could not have been reported earlier;
- That the assessment was not carried out in accordance with normal process or against the agreed assessment criteria;
- That the administrative procedures were not correctly followed or that a significant mistake was made in the administrative process.

Appeals should be raised via email to the Human Givens College.