

Model

Psychology



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Question one. The most beneficial model that Farqua and Kurpius (1993) identify is the strategic planning model. The strategic planning model provides an analysis of the political, economic, as well as internal environment of the company I desire to work for. It further identifies the objectives and aims of the company, and this is by basing on their environment of operations (Fuqua and Kurpius, 1993). The tools of analysis used include the SWOT and the PESTEL analysis. These are very efficient methods of identifying the values of a business organization, and whether their employees derive value by working for them.

As a graduate, it is my desire to work in a company that is stable and has some good prospects of growth. Strategic analysis enables a graduate to understand the plan of a business organization in a period of between three to five years. It is because the strategic plans of business organizations normally cover a period of between three to five years. They explain the strategies that a business organization needs to undertake to ensure that it is competitive in their target market.

In my view, in order to bring the consultee and the employee on the same page, the consultant should focus on achieving the best results for the organization. The aim should not be to please the consultee but to bring all the employees to appreciate that recommendations made are for improving the organization and individual victimization.

Question 2

The consultant has to listen to the consultee and has to take what the consultee says seriously. This has a disadvantage since the consultant has to accept the consultees' goals for the piece of work; even if the consultant feels that the goals are not the right goals. For example, to deal with fear

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within an individual, the consultee might want to focus on certain issues that can make someone be brave in life (Brown, Pryzwansky and Schulte, 2011). Even if the consultant knows very well that there is a need of dealing with certain factors like background, gender and childhood threats should. He is forced to accept an idea that probably would not address the problem fully. Credit does not go to a professional consultant using the solution focused model. If the consultation session succeeds, credit goes to the client. The argument is that the client made changes that helped in a successful consultation process. The client can always confirm that the consultation process was a success because of his or her collaboration with the consultant. Furthermore, during this collaborative process, it is the client who takes the initiative of identifying the subject matter of their conversations (Brown, Pryzwansky and Schulte, 2011).

The consultant only acts a supervisor of the program. As a supervisor, the consultant must also provide suggestions to the client on how to solve the problem under consideration. However, the suggestion of the consultant does not matter, because the client has the final authority of determining what is best for her or him. Under this model, it is the client who gets credit for whatever solutions developed.

References:

Brown, D., Pryzwansky, W. B., & Schulte, A. C. (2011). Psychological consultation and collaboration; introduction to theory and practice, 7th ed. Upper Saddle River, NJ.

Fuqua, D. R. & Kurpius, D. J. (1993). Conceptual models in organizational

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