

The Practitioners Spectrum

Tools to Increase Client Self Sufficiency

Skill	Reconciliation/Healing		Solutions In/Directive		Capacity Building	
Modality	Counseling	Mediating	Facilitating	Consulting	Mentoring	Coaching
Who	Individuals, couples, families	Individuals, groups, families etc - disputants	Groups, teams, organizations, families	Organizations, families	Individuals, usually 1:1	Individuals and small groups, families
Aim	Overcome psychic barriers, increased self awareness and introspection.	Achieved agreement by discussions that can be binding and enforceable to settle all matters in dispute	Focus on & guide gently the groups issues towards their identified purpose, the group sets its own effectiveness.	Use of expert for professional or technical advice or opinions	Develop and commit to learning goals, sponsorship, industry advocacy and networking	Improve leadership skills, practical challenges & support allowing individuals to flourish
Objective	Building understanding and improving resilience. Dealing with complex conflict.	Process set by mediator without aligning with parties to diffuse existing conflict	Practitioner neutrally 'holds the space' as a container to allow issues to emerge safely.	Present solutions via directive and indirective means	Opening horizons and partnering for career development	Raise individual competence and self-awareness, from the client as source of wisdom

Systems Theory – systematic perspective on the whole person and the context in which they reside (i.e. family, business, etc.)

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