

“What about Uncle Bob?: When discussions in the therapy room relate to political discussions at home”

Emily Stone, PhD, LMFT-S
Susan N. Perkins, PhD, LMFT-S
Sarah Causey, MAMFT

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Dr. Ken Hardy's VCR Approach

Foundations

Strengths Based: “The strategy domain of the VCR trains the eye to search for the ‘redeemable’ contained within a given behavior or interaction prior to searching for or focusing on the reprehensible” (pg. 1).

Expansive and Inclusive: It EXPANDS rather than reduces. The purpose is not to tell people what to think or not think, but to challenge them to EXPAND their awareness. And, we expand ours at the same time.

V-C-R

1. **Validate-** understanding the speaker’s point of view. Express respect for positive qualities and strengths. Highlight the good within what the person said or a valuable component of the message.
2. **Challenge-** question or confront. When possible, build on the positive validation in the confrontation. (“Invitation to explore”)
3. **Request-** ask the person to reconsider the position or recommend a specific change. This is the corrective opportunity.