Encouragement from Effort - Clinician dialogue

Guide a collaborative conversation about encouragement from effort while checking fit and participant choice.

Mental health professionals | 15 minutes

Fictional example: Morgan attends an interview despite uncertainty and does not receive the job.

Invite and obtain permission

Offer: "Would it be useful to explore encouragement from effort using an ordinary or fictional example? We can adapt it, observe, or stop." Ask what the person wants from the conversation.

Elicit before teaching

Ask: "How does this show up, if at all, in your own words?" Offer this idea tentatively: Encouragement can recognize effort and contribution without ranking people. Ask what fits and what does not.

Guide the task

Rewrite a performance judgment into an accurate observation of effort, courage, or cooperation. Ask for permission before giving an example. Use this fictional illustration if useful: Morgan attends an interview despite uncertainty and does not receive the job.

Reflect and check accuracy

Reflect only what was offered: "I heard you describe ___. What did I miss?" Ask: What can be acknowledged without inventing success? Avoid assigning motives or interpreting silence as agreement.

Respond to a mismatch

If the person rejects the frame, say: "Thank you for correcting it. What would be more useful?" Return to their language or choose a different approach.

Close with agency

Ask which observation, question, or support request the person wants to keep. Confirm a manageable ending and appropriate follow-up; do not turn a tentative possibility into a homework obligation.

Reflection

What would tell me to adapt, stop, or seek supervision?

Scope and adaptation

Explore patterns as collaborative hypotheses. Do not infer personality from sibling position, treat recollections as recovered facts, blame people for coping, or frame structural inequality as a lack of effort.

Original AI-assisted educational draft; independent clinical review pending. Version 1.0. Background: Alfred Adler: Theory and Application. Full source links and scope: library.morethantherapy.org/approaches/resources/ADL-A02-3