

The Path To A Successful Internship, For The Next Generation of Counselors!

So you're looking for a supervisor, are you?

Finding one can feel like, "looking for a needle in a haystack", can't it? Right now, you don't know what to ask, you don't know what you don't know, and you don't really know if the Supervisor-Candidate(s) really have your best interests at heart! Sound familiar?

What you do know, is that you must find a Supervisor first, before you can begin acquiring the 3000 hours needed in order to be fully licensed. This is overwhelming for some, worrisome for most, and you are not alone.

So how do you narrow down the field of Supervisor-Candidates?

Well, the first question should be, how do you find them in the first place? Google? Friend referrals? Sounds a lot like a game of chance to me. Do you really want to leave the direction of your professional path purely to chance? I don't think so. What you need is a short-list of experienced Supervisors, with a similar mind-set, in your area to interview.

Before we go on you need to know this. Like a lot of other groups of people in life, there are two groups of Supervisors that you'll encounter:

1. Those that are in it for the money, and...
2. Those that are *primarily* in it to give back and mentor the next generations' professional aspirations.

So, if your plans include finding a mentor that will let you skate by on the minimums then you'll need to stop right now and look elsewhere, because I belong firmly in that second group. Internship is about finding both a Supervisor and a J-O-B, that matches *your goals*. *You set the tone* for how you want this to go, not your Supervisor. You are fully in charge of your future, now.

Finding Supervisors To Interview

I'm going to run with the assumption that you're looking for a Supervisor in Group #2 above. The bad news is that there is no public list of outstanding Group #2 Supervisors to be had. Sure, you can download a list of Supervisors from the State website but there's no way to tell what their teaching mind-set is or if they're even accepting new Interns without calling and interviewing them all. You don't have time for that.

That brings us back to WOM (word-of-mouth) referrals doesn't it. You need 3-4, Group #2 candidates that are accepting new Interns, in your area, OR will know other Group #s Supervisor-Candidates that are. That's a pretty tough list to come by. But I'm going to give it to you as my gift to you and your future.

Group#2 Supervisor-Candidates To Network With and Interview, In the Dallas-Ft. Worth Metro Area

1. Kathleen Mills LPC S, CEAP (phone) (website1) (website2)
2. Dr. Rhonda Johnson, LPC S, ??? (phone) (website1)
3. Susan ???, LPC S, ??? (phone) (website1)

How To Interview Those Supervisor-Candidates

You need to understand that these are two-way interviews. You're looking to see if they would make a good mentor for you on both professional and persona levels.

If you choose to have Supervision under me, here is some what you will learn:

- Basics of Intern 101 and Employment
- How To Construct Your Story
- The 3 Must Haves of Marketing Your-Self
- My Top 12, Best Practices For Today's Counselor; "The 12 Must-Haves"
- Professional Fundamentals
- Overcoming Stigmas About Our Profession
- Clinical Training/Supervision: Including but not limited to, theories, case scenarios, DSMV
- The Texas LPC - Rules Section: How To Interpret and Understand It
- Family Law Issues
- The 3 Must Haves of Setting Up Your Business
- Business Plans/Models
- The 3 Must Haves of Federal Compliance
- HIPPA Compliance
- The 3 Must Haves of State Compliance
- Chapter 611: Release Of Record
- Malpractice/Liability Insurance Coverages

[] BHEC Transitions

[] PCI Compliance

Wouldn't it be smarter to work from a check-list of specifics that you're looking for in a "like-minded Supervisor"? I suggest that you use this list as your personal interview check-list when interviewing your Supervisor-Candidates.

Keeping in mind the two groups of Supervisor-Candidates mentioned above, being "equally yoked" is crucial to fulfilling your professional objectives. Your job is to create a congruent Internship, which is, finding both a Supervisor who gets you, and a JOB that fits you! The road to becoming a Licensed Professional Counselor runs right through a long and detailed internship.

On Being Interviewed

This relationship has to be good for the Supervisor, too. They're looking for certain character traits that make a good student. Here are three things I look for and require in/from my interns:

1. Accountability. Able to Make Self Corrections Along The Way.
2. Ambition. Must Be Self-Motivated & A Go-Getter.
3. Resourceful. Willing to Learn About Real World of The Counseling Profession.

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This relationship has to be a Win-Win for both parties.

On Working With Me

Should we end up working together, the immediate purpose of our time will be to prepare you to find a JOB, so you can succeed...*now*, not after you get fully credentialed. From there we will further prepare you for your career through the extensive list of training topics noted above that you are not likely to get anywhere else.

You will receive a, PracticeMentors Intern Notebook, with all kinds of goodies in it, designed to help you keep everything organized before, during and after those 3000 direct/indirect hours.

What Separates You From The Other Interns?

Absolutely nothing, unless you know how to professionally tell your story to others. This is where you will begin to separate yourself from the rest of the Intern pack. It's called being vulnerable with your story so you can get a paying gig right away. Many Interns struggle because they do not have the vision or guidance to begin to *tell their story of why they do what they do*.

We are going to spend our time together and begin the process of crafting your story as it pertains to why you have chosen to be counselor.

People don't care what you do, rather, they want to know what makes you tick... your story. Every upcoming counselor has a story and it's time to share it with those employers and future clients of yours.

Case Study

Listen to podcast Episode #28 we did with Jordan Dunn as he outlines what he did in preparation for his 3000 hour journey, and see if the questions he poses to me are some that you might be wrestling with as well. Today, I am happy to report he is now fully licensed and he did this in an 18-20 month period.

How? Because he wasted no time feeling sorry for himself...rather he did what he needed to do....and that was work from the bottom to get to the top. It works, every time.

What's Next?

Spend some time with these three thoughts before you begin your search for that perfect Supervisor.

1. What Do I Want To Accomplish? (Be Specific)
2. What Does It Look Like? (Be Specific)
3. What AM I Willing To Do To Get To Where I Say I Want To Go? (Get Real With Yourself... or Be Honest With Yourself)

Give me a call if you have any questions call me: 972.234.6634 ext 101. NO emails, please. I look forward to speaking with you soon.

Plan Smart. Be Safe. Serve Others.

Kathleen Mills LPC S, CEAP