

Differences

By

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Client Centered Therapy [CCT] and Person Centered Approach [PCA] are different. CCT came first. It was the rootstock of PCA. Carl Rogers described it in 1957 as necessary and sufficient for therapeutic change.

Carl, himself, moved beyond therapy. He quit doing it. He focused on world peace, education, personal power, personal partnerships and other applications. He stopped doing therapy himself. He would continue to train therapists. He changed from Client-Centered Therapy to Person Centered Approach. I notice that Brian Thorne in your journal noted Carl's shift in his later years.

In recent years, I have had the benefit of wise criticism, for which I am grateful. The basis of criticism has been how closely my work adheres to the work of Carl Rogers. Carl's work froze in many minds as he was in 1957, when he was at the height of his work in therapy. My work is not in the realm of therapy. It is in organizations. The therapeutic model of Carl does not work in this setting. Relationships at work are not helping relationships. In therapy, the client gives the therapist money. In exchange, the therapist uses congruence, empathy, and unconditional positive regard on behalf of the client. In organizational relationships, the person, the self uses congruence, empathy and unconditional positive regard on behalf of the self, not on behalf of the other.

There is confusion in the legacy of psychologist, Carl Rogers. He is the most influential psychologist of all time. His psychological system is more widespread and has had more impact than any other. This influence occurred without the support of any institution of our civilization, not government, not church, not education, not business, not family. It was like Topsy, it "just grewed."

The confusion is this. Many folks use the terms that he used [Client Centered Therapy and Person Centered Approach] interchangeably.

In the La Jolla conference room, in the early '70's, I watched Carl shift from the former to the latter. No one else in the room shifted with him, including me. We began to use the term, "Person Centered Approach." We did not perceive his shift. He moved from a special model for therapeutic relationships. He turned to a general model for all relationships. His vision broadened.

However, the confusion remains.

On page six, a table compares Client Centered Therapy and Person Centered Approach. Take a look at it for a while and then I will say more about it.

Client Centered Therapy	Person Centered Approach
Special Model for therapeutic relationship Therapist <-- --> Client Helping Relationship Core Conditions used on behalf of client	General Model for all relationships Self <-- --> Other Everyday [Non Helping] Relationships Core Skills used on behalf of self
<p data-bbox="267 520 766 583">Necessary and sufficient conditions for therapeutic change</p> <ol data-bbox="240 653 766 1136" style="list-style-type: none"> 1. Psychological Contact [in relationship] 2. Client not congruent 3. Therapist is congruent [willing and able] 4. Therapist is empathic [willing and able] 5. Therapist regards clients unconditionally positive [willing and able] 6. Therapist communicates 3, 4, & 5 to client 	<p data-bbox="889 520 1318 611">Necessary and sufficient skills for successful conduct of relationships</p> <ol data-bbox="824 680 1349 1289" style="list-style-type: none"> 1. Relationships internal, no "relationship" exists outside each other. [Primary = I -- Thou] (exists for its own sake) [Secondary = I -- You or I -- It] (exists for a purpose) 2. Other's congruence, or any use of skill, is irrelevant [Except in Community] 3. Self may choose congruence [If able] 4. Self may choose empathy [If able] 5. Self may choose unconditional positive regard [If able] 6. Communication of 3, 4, & 5 to other is unnecessary

CCT and PCA are fundamentally the same and fundamentally different. Both deal with congruence, empathy, and unconditional positive regard. CCT is a special model for the therapeutic relationship. It is between a therapist and her client. It is a helping relationship. The client pays the therapist money and the therapist uses congruence, empathy and unconditional positive regard on behalf of the client.

PCA is a general model for all relationships. It is between a sovereign self and a sovereign other. It is not a helping relationship. The other does not pay the self money. The self uses congruence, empathy and unconditional positive regard on behalf of the self, not on behalf of the other. Relationships are internal. The relationship of the self with the other exists within the skin of the self, for which the self is totally responsible. The relationship of the other with the self exists

within the skin of the other, for which the other is totally responsible. This, and the "behalf of" rubric are the most difficult for CC Therapists to understand. It takes a lot of spaced repetition before it becomes clear. Once the practitioner makes the effort, and achieves insight, then this practitioner can be comfortable in both realms.

In CCT the therapist uses congruence, empathy and unconditional positive regard as core conditions to create a climate in which the client can pursue her own therapeutic goals, in her own way. This is necessary and sufficient for therapeutic change to occur.

In PCA the self uses congruence, empathy and unconditional positive regard as core skills to achieve, effectively and efficiently, the goals of the self in relation to another. These skills are necessary and sufficient for the successful conduct of relationships. Success is the achievement of the goals of the self. The other might use PCA skills to achieve, effectively and efficiently, the other's goals. PCA assumes health. CCT assumes non-health. CCT helps the other. PCA helps the self. It avoids such issues as dependency, co-dependency, victimness, powerlessness, wallowing and insipidity. It focuses on the self and its competence -- full functionality.

There are a number of PCA practitioners educated in this process. It is a fairly lengthy process, involving about four years of intensive spaced repetition. There is an international group of some of these practitioners who meet every few months in different countries. A milestone of this group is to impact a critical mass of the world's businesses by the year 2005. They share what they know with one another, about PCA and other relevant topics, for free, without cost. Each pays their own travel and housing expenses. The working name of this group is the Pajaro Group.

Business organizations are the dominant institution in our civilization. They will create the social inventions of the next 35 - 40 years. There exists a significant opportunity to influence these social inventions with PCA, now. As the demand for therapy worldwide diminishes, client centered therapists represent a resource block. This block is needed in the world of business organizations.