

**MICRO AND MACRO SKILLS  
E CONTENT CREATED  
BY**

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## **OBJECTIVES**

The e-content would help the postgraduate students of counselling psychology to understand the importance of micro and macro skills in counselling.

The students would also get to know the kind of micro and macro skills.

## **LEARNING OUTCOMES**

The students would have a comprehensive Idea of the significance of the two major skills underlying the process of counselling.

## **MICRO SKILLS AND MACRO SKILLS**

Micro skills are very basic skills that any good counsellor employs while working with the client. They are foundation of intentional counselling/psychotherapy.

They are the communication units of the counsellor-client sessions which provide specific options to the counsellor for later use with different clients and all theories of counselling and therapies.

Macro skills help clients to view their difficulties in a larger perspective. This provides depth and insight to the clients into understanding their problems as well as potential for positive change.

Whereas micro skills encompass of attending behaviour, questioning, responding, noting and reflecting, client observation, focusing and influencing. On the other hand macro skills pertain to larger processes of counselling such as how and when to validate, empathise, confront.

Macro skills facilitate the counsellor to build a therapeutic alliance and in such a way that it is meaningful and helpful.

Success of any therapeutic intervention depends on these skills. They also serve as the necessary conditions for any positive change to take place.

They provide the client such therapeutic base as empathic understanding, genuiness and acceptance which instil a psychological safe and environment.

## **Macro skills of Focussing and Confrontation**

**Types of focussing-** Individual focussing, problem focussing, family focussing, interview focussing, cultural focusing, environmental/ context focussing

### **Macro skill of Reflection of meaning, self-disclosure and feedback**

**Reflection of meaning-** Encouraging the client to find new ways of examining their lives. In-depth listening for deepen issues and visions of the present, past and future.

**Interpretation/ Reframing-** Supplying clients with new perspectives, ideas and words so they can use new ways of thinking, feeling and ultimately behaving differently.

**Self-disclosure-** Staring own related past and personal observation.

Feedback also helps in reorienting the clients.

## **Micro Skills**

### **Attending Skills-**

3 Vs and 1b

3- Visuals, Vocals and Verbal Tracking

1- Body language

**Empathy-** Art of moving around freely into client's psychological world as if the world were your own, without ever using the 'as if' quality of the experience.

**Listening-** Active Empathy

**Questioning-** Open and closed questions

Open questions elicit more meaningful responses by encouraging the clients to talk at greater length and the client has the power to choose the content and direction of the session.

Closed questions are used when the counsellor needs to obtain very specific concrete information and get all facts straight.

**Clients Observation-** It allows to identify discrepancy/ congruence in communication.

## **Encouraging, paraphrasing and summarizing**

### **Encouraging-**

- Fully attending to the client
- Exploring feelings and thoughts
- Minimal non-verbal responses
- Minimal verbal responses
- Brief invitation responses

### **Paraphrasing**

The counsellor mirrors back to the client non-judgementally, an accurate understanding of what has been communicated by the client.

### **Summarizing**

The counsellor puts together the key themes, feelings and issues filtering out the irrelevant part which initially may have appeared overwhelmingly. The counsellor attends to both verbal and non-verbal comments.

### **Reflection**

Reflection of feelings can promote the development of accurate empathy and emotional security

### **SUMMARY**

Explains how the efficient and skilful use of micro and macro skills can smoothly further the process of counselling.

### **REFERENCES**

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