# The Gerard Egan 3-Phase Skilled Helper Model



#### Article Written by-Kain Ramsey

Gerard Egan published his work 'The Skilled Helper' in 1975. He drew on an eclectic mix of counseling theories to create a pragmatic, three-stage model of counseling for helping practitioners of any kind. In it, he set out to enable people to, 'manage their problems in living more effectively and develop unused opportunities more fully' and also to 'help people become better at helping themselves in their everyday lives'.

Gerard Egan wasn't setting out to develop theories of the mind or personality development; he was very much concerned with setting out a very <u>practical framework</u> for helpers that could effectively move people forward. To this end he does draw on Carkhuff's theory of high-level functioning <u>helpers</u>, which describes qualities in a helper that prove most effective in effecting change:

Empathy - see things from the client's perspective.

 Respect - maintain respect for the client in a caring manner that maintains the clients' ownership.

 Congruence or Genuineness - the Rogerian state of congruence in the relationship, authenticity.

Concreteness - from abstractions to specifics.

Self-disclosure - using appropriate levels of self-disclosure to aid rapport and empathy.

Confrontation - to be able to challenge inconsistency in the client when it arises.

Immediacy - ability to discuss what is going on at that moment.

# **Skilled Helper Study Guide**

**Gerard Egan** 

**Skilled Helper Study Guide:** 

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