Over the length of this course, you will be engaged in writing assignments about a selected counseling approach that will help you build pieces of the final project. This will allow you to get feedback from your instructor throughout the course, enabling you to update and improve your work based on that feedback. This approach allows you to submit a polished version of your final project in Module 7.

**Description**

In this module, we discussed positive psychology from a multicultural perspective. In the previous module we discussed the microskills approach and online counseling strategies. Consider these topics, as well as other strategies that can be used to help clients that you could develop a culturally sensitive training program around.  For this assignment, you will be selecting one approach or counseling strategy from our course (whether or not we have covered it yet) that you’ll apply to your training program during your final project.  Describe the approach/counseling strategy and write about what necessary topics would need to be covered in a training program. For example, a multicultural training program on positive psychology might include information on how resilience building can empower populations who have experienced discrimination. Be sure to explore the strengths and weaknesses your selected approach.

**Format**

This paper should be completed in Microsoft Word or a similar word processing program and double-spaced using 12-point Times New Roman font and APA style guidelines throughout. The paper should be 500 to 750 words in length, using your readings from this module to support your claims. Please provide an APA style references page at the end.

**Multicultural Training Program**

Shannon N. McIntosh

Aspen University

Module 2 Assignment

**Multicultural Training Program**

**Counselling Strategy to Use: Behavioral Approach**

The behavioral approach uses rewards, reinforcements, and desensitization to change undesired behaviors. This therapy is used based on the concept that behavior can be unlearned, or reconditioned, without investigating the past to uncover the explanation for the behavior. Anxiety, dread, and addiction are all well-suited to this treatment method (Neukrug, 2017). " For example, someone who is constantly washing their hands because of a fear of germs could be taught to relax and not wash their hands after touching a public doorknob."  Family and close friends frequently participate in behavioral therapy to help support the behavior.

            The behavioral therapy philosophy is based on that behavior is a product of learning in that people involved are both products and the producers of their environment. There is no one set of uniting concepts about behavior in the behavioral discipline that can encompass all of the current methods and techniques apart from overt behavior, clear goal-setting, the construction of particular treatment plans, and objective evaluation of therapy achievements. Therapy is a method of treatment that is based on learning theory. Also, the behavioral approach uses reinforcement and imitation to teach normal behavior (Neukrug, 2017). Faulty learning is the cause of abnormal conduct. This method emphasizes current behavior.

            The behavioral counselor's responsibilities vary, including being an advisor, a rewarder, and a motivator (Neukrug, 2017). To help the client, the counselor is involved and may monitor other persons in their area. In contrast to counselors who use operant and responder conditioning, who are more prescriptive and directive in their approach to therapeutic goals, counselors who use social learning may serve as role models to emulate the desired behavior. Behavioral counselors used a wide range of diagnostic and testing methods. According to Sommers-Flanagan & Sommers-Flanagan (2018), "Systems desensitization, relaxation methods such as flooding and desensitization reprocessing, reinforcement approaches, cognitive restructuring, and assertive and social skills training are just a few of the strategies that are commonly used." To come up with a treatment strategy, it is necessary to conduct an initial diagnosis or assessment. Questions such as "what," "how," and "when" are commonly employed but not why (Sommers-Flanagan & Sommers-Flanagan, 2018). A contract or a set of homework are two more common methods of instruction.

            Based on empirical evidence, this is a practical approach to be used in personal, groups, spousal, and family therapy (Neukrug, 2017). This method can benefit from phobias, melancholy, sexual dysfunction, children's behavioral issues, stuttering, and cardiovascular disease. Some of its ideas are also used in sectors outside of medicine, including child psychology and senior citizens and stress management (Neukrug, 2017). Behavior therapy aims to eradicate dysfunctional behaviors and teach clients new, more productive ones. Also, its purpose is to examine the factors that impact behavior and determine what may be done about it. Setting therapeutic goals and measuring how well those targets are being achieved is a significant responsibility of the patients in behavioral therapy.

            Behavioral approach is essential in a culture training problem that aims at encouraging multiculturalism among members of a community. It helps change the mindset of people who have faced backlash from other people to make them stronger, have a more positive attitude towards issues, and not give in to negativity (Neukrug, 2017). Many cultures can appreciate its emphasis on actions rather than emotions. It is essential to foster a relationship of trust and cooperation between the counselor and the client to achieve mutually agreed-upon goals. It is also essential to evaluate the techniques regularly to see if they are appropriate for the clients' particular circumstances. To help clients understand the probable effects of behavioral changes, counselors need to assist them in this process. As family members may not value the client's newly acquired aggressive manner, clients must be taught how to deal with resistance from others.

            It is possible to see and measure behavior in behavioral psychology, one of its significant assets. It is easy to quantify and gather information since the behavioral approach is based on observable behaviors. The behavioral approach is the underlying philosophy of effective treatment techniques such as intensive behavioral intervention, behavioral analysis, token economies, and discrete trial training (Neukrug, 2017). These methods can be pretty effective in helping children and adults with dysfunctional or detrimental behaviors change their behavior. Despite its success in changing people's behavior, the behavioral approach has some weaknesses. According to many detractors, behaviorism is a one-dimensional perspective to human behavior. Neukrug (2017),states that some opponents of the philosophy of behaviorism, behavioral theories do not consider free will or interior influences like moods, thoughts, or feelings.

            The topics to be covered in the entire program to facilitate multiculturalism are generational diversity, intentional inclusion, racism, and stereotypes. Racism is a big issue that is affecting most people in the world. In the United States, racism is mainly against the minority groups such as African Americans, Asian Americans, and Latinos. Besides, it is critical to address generational diversity in diversity training and seminars because your staff may be made up of people from different generations. If the two generations are unable to communicate effectively, issues may occur. " Generation X, Millennials, and Generation Z" are all likely to be in your workforce at the same time. Insufficient training and communication between these two generations could lead to misunderstandings, excessive demands, and decreased overall productivity.

**References**

Neukrug, E. S. (2017). *Counseling theory and practice*. Cognella Academic Publishing.

Sommers-Flanagan, J., & Sommers-Flanagan, R. (2018). *Counseling and psychotherapy theories in context and practice: Skills, strategies, and techniques*. John Wiley & Sons.