

**Professional Development Plan**

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## Practice Plan

I plan to have my own private practice based in Washington state, as a Certified Mental Performance Consultant (CMPC). I am motivated to help individuals and professionals to perform at their best in athletics and other performance settings.

I will work with individuals and professionals looking to improve their performance. I will collaborate with other colleagues and professionals via attending conferences, virtually or in-person. I will network with other colleagues and professionals by taking an active role in creating more opportunities to come together, virtually or in-person, in order to share ideas, continue educating one another, as well as offering support and perspective, so we can better support our clients. I will ensure that I am always staying up to date with the most current, evidence-based practices and research as well as staying open-minded to new evolvments in the field to make sure that I am always providing the best practices for all the individuals that I am fortunate to work with and collaborate with in the field.

The advantages of having my own private practice include, I am innovative, decisive, and very diligent in my practice and I value having the flexibility to implement my practices how I see fit for each individual, and working in my own practice will allow me to individualize each approach for each individual with their best interest in mind. Another potential advantage as mentioned in Welfel (2015), “Lent and Schwartz (2013) reported that licensed counselors in community mental health settings experienced significantly higher levels of emotional exhaustion than those in private practice. Jevne and Williams (1998) suggest that mental health professionals may be at the initial stages of burnout when they begin to feel less of everything—less valued, enthusiastic, competent, connected, idealistic, involved, energetic, and creative.”

(Welfel, p. 101, 2015). In other words, working in my own practice will potentially give me the advantages of not being in a position where my expectations for my practice are decided by someone else, which may affect my sense of value, enthusiasm, competence, and interfere with my creativity to practice most effectively.

The disadvantages of working in a private practice include, I will be carrying all of the responsibility of running a private practice, I will likely have less people to collaborate with in my immediate circle, and I will have an ethical responsibility to inform clients that any ethical complaints against me would need to be referred to a professional association and/or licensing board. Professionals in individual private practices are self-employed, so complaints against them must be referred to a professional association and/or licensing board (Welfel, 2015).

In continuation, I would be responsible for making specific arrangements for clients if I were to ever become unavailable to them, for any number of reasons, whereas these such arrangements would be handled in a large agency. As mentioned in Welfel (2015),

“The current APA Code (2010) retains this language. Counselors and psychologists in a sole practice must also make provisions for another professional to handle their caseloads in the event of their sudden death or disability. Those in larger agencies should see that policies and procedures for referral in this circumstance are in place at their agency. Because clients become attached to specific counselors and are often in the midst of emotional stress and disruption, professionals have a special duty to take all reasonable steps to ensure that clients will be well served in their absence. Bram’s (1995) review of the literature in psychology suggests that this standard is frequently violated when

therapists underestimate their clients' needs for interim service in their absence.

Therapists who had been disabled for several months tended to minimize the impact of their disability on clients and to make only haphazard arrangements for referral in the interval." (Welfel, p. 324-325, 2015).

In continuation, in order to effectively run my private practice and support clients in the absence of my services, I would need to address the following questions, as mentioned in Welfel (2015), "Pope and Vasquez (2011) have identified several issues to be addressed if a professional is incapacitated for a lengthy period:

- Who will provide both ongoing treatment and crisis intervention for clients?
- Who will notify clients about the therapist's absence?
- How can clients obtain information about the therapist's course of recovery?
- How will the therapist's records be handled, and who will have access to them?" (Welfel, p. 325, 2015).

Further, I would need to develop a worst-case scenario plan, including the preceding protocol and considerations, in order to help protect the welfare of the clients in the instance of an interruption of service.

I intend to maintain my plan without significant changes as long as I am ethically and competently supporting all of the individuals and professionals that I am fortunate to work with in the field, which will be determined by regular mentorship, evaluation, and sporadic supervision by other professionals in the field. Further, I understand the value of continuing my education, as mentioned in Welfel (2015), "Preventing unethical and incompetent practice that

risks harm requires more than the publication of a code or sanctions of unethical practitioners: It demands the profession's sustained commitment to ethics education... After completing graduate school, professionals foster ethical sensitivity through continuing education and dialogue with colleagues. The perspectives of colleagues counterbalance the professional's sometimes one-sided view" (Welfel, p. 3 & 33, 2015). I plan to continue educating myself, actively staying involved in research and evidence-based practices, staying on top of my licensing and certification requirements, incorporating the numerous practice strategies identified in my ethics course, and actively collaborating with other professionals in the field.

Some of the practice strategies that I will incorporate in reference to the practice strategies laid out in Welfel (2015), include: Honoring the clients rights to confidentiality and informed consent, first and foremost; providing clients information about professional rules and regulations; supporting clients full autonomy to report or not report ethical issues; not taking a "head in the sand" approach to other professionals violating ethical codes with their clients; providing support to clients at crucial times in the therapeutic process, especially when dealing with ethical challenges and issues; being informed of the governing process for any ethical claims, as well as the rules and regulations in my jurisdiction; cooperating to help resolve any ethical questions or claims against me. I will get support from colleagues and professionals as I navigate any ethical challenges. I will document and provide rationale to the licensure board, if I am ever wrongly charged for an ethical violation; maintaining awareness of vulnerabilities; and knowing the ethics codes, acting in accordance with the ethics codes, and reflecting on a series of questions if an ethical misconduct occurs, so I am aware of what when wrong and how to avoid that situation again.

I feel my plan is well thought out and I feel secure and stable in its projection. I understand that it may take a couple years, after completing all of my required mentorship hours, to get a solid foundation. I recognize that things take time. I understand that I have to complete mentorship hours, I have to adhere to the ethics codes and principles in the Association for Applied Sport Psychology, American Counseling Association and American Psychological Association, and I have to complete the CMPC exam and Washington Licensure requirements.

The licensing and certification requirements necessary to facilitate this plan include my CMPC exam. Additionally, licensing in the state of Washington includes, according to ASPPB PSYBook: Psychology Licensing Requirements (2020), “a minimum of a Master’s degree, regional accreditation, APA or ACA accreditation is required, residency at the degree accreditation is required, 3300 internship hours, an oral examination, continued professional development and continuing education is required, and applicants for licensure receive special consideration regarding meeting current licensure requirements based on the number of years as a licensed psychologist” (ASPPB, 2020). I will adhere to these State licensing and certification requirements in order to successfully facilitate my projected plan.

The type of support system that I will need to be successful using this plan includes a great network of other sport psychology and mental performance consultants who I can collaborate with in the field. I will need great connections with mentors and professionals, especially with those of whom have experience running their own practice. I will ensure that I am offering support to my colleagues as well in order to help foster the reciprocity and work together to successfully support our clients.

The other topics that are important to the development of my practice plan include knowledge about ethics topics with running your own practice. I will improve my understanding on common practice policies (e.g. common payment practices). Informed consent is another important topic to the development of my practice, as mentioned in Welfel (2015),

“First, scholars suggest that many of the *logistics* of counseling be disclosed, not just the fees and billing procedures. Clients should understand procedures for making and rescheduling appointments, for reaching the therapist in an emergency, and for handling interruptions in service such as a therapist illness or vacation. If there is a standard length of appointment, such as the “50-minute hour,” the client should be told about that practice. In addition, the likely length of treatment should be shared (Fisher & Oransky, 2008). Third, for *insurance reimbursement*, clients who wish to submit the costs of service to insurers, and who thus must release records, need explicit information about the implications for the confidentiality of their counseling records. Because managed care plans may limit reimbursement to certain evidence-based treatments, clients should be told about these restrictions. Hare-Mustin, Marecek, Kaplan, and Liss-Levinson (1979) advise that when discussing the benefits and risks of therapy, professionals should attend to the *indirect effects* of therapy: consequences that are secondary to the changes the client seeks and agrees to...*Alternatives to counseling or psychotherapy* that may be available for the client’s problems should also be disclosed. When psychologists are planning to use an innovative or untested intervention, clients need to be told, and consent for treatment must explicitly include an understanding of the nature of the proposed intervention, its risks,

and available alternatives (APA Code, Standard 10.01b)” (Welfel, p.163-164. 2015).

I will ensure that all of these topic areas are addressed for the successful implementation of my plan.

### **Supervision Requirements**

The supervision requirements exist to protect the welfare of the clients by ensuring that professionals are practicing ethically and competently. As mentioned in Welfel (2015), Supervision is an integral part of effective practice for many professionals. Professional psychology has identified it as a core competency for practice (Kaslow, 2004). According to Osipow and Fitzgerald (1986), 64% of counseling psychologists regularly spend time supervising other professionals. In fact, supervision is a job requirement for many psychologists (Sutter, McPherson, & Geesman, 2002) and counselors, and is one of the top five activities in which psychologists engage (Norcross, Hedges, & Castle, 2002). Moreover, the scholarly literature emphasizes the crucial importance of supervision in developing and maintaining professional competence (Welfel, p. 385, 2015). I will meet any and all supervision requirements in order to ensure that I am properly developing and maintaining professional competence.

The supervision and mentorship requirements include a minimum of 50 hours mentorship by a registered mentor for the CMPC and a minimum of 3300 mentorships hours by a licensed psychologist or consultant for the state of Washington. I will check the Registry of Approved Mentors, provided on the Applied Sport Psychology website, which provides a list of certified

mentors who have been approved by the Certified council to mentor individuals like me. I will check with other professionals in the field for different mentorship opportunities as well.

The cost of these services will be negotiated between mentor and me at the beginning, followed by the signing and honoring of a fee contract until the end of the mentorship, as suggested by the AASP, CMPC handbook (2020). If I am working for an employer, they will likely pay for these expenses or provide this supervision. However, I intend to have my private practice, therefore I will pay for these expenses. I will utilize my mentorship to ensure that I am functioning competently as a professional in the field. I will be receptive to the guidance from the mentor, with cognizance of ethical codes and standards, to improve my capacity to serve the field of sport and performance psychology.

According to the Psychology 411 (2020), the procedures in order to become licensed, following the supervision requirements, include:

“Once you have completed the required 3,000 hours of supervised experience, you can submit an application to the Department of Health. The application has both an online component as well as a licensure Examination Application packet that you will need to print and mail. During this step, you will need to pay an application fee of \$206.

The first exam you will need to take is the Examination for Professional Practice in Psychology (EPPP), a national exam that assesses psychology knowledge across a variety of domains. The EPPP consists of 225 multiple-choice questions, and to pass the exam you will need to obtain a scaled score of at least 500. There

is a \$600 fee to register for the EPPP, and you will also need to pay a fee of \$87.50 to the test site where you take the exam.

The second exam you will need to take is Washington's jurisprudence exam (JP Exam). After you have successfully passed the EPPP, the Department of Health will send you instructions for completing the JP Exam, which is a 25-item, multiple-choice test that assesses knowledge of regulations and laws related to the practice of psychology in Washington. The JP Exam is open-book and completed online, and you will need a score of at least 90% to pass." (Psychology 411, 2020).

I will follow the required procedures to ensure that I successfully acquire my license to practice in the state of Washington.

### **Local, State, and National Association Memberships**

I will need to renew my psychology license in the state of Washington, every 2-3 years, with a \$226 fee. According to the CMPC (2020), I need to renew my certification for the CMPC every five years. The Recertification fee (with exam) is \$275; Retest fee \$200 Recertification fee (no exam); \$125 Annual certification maintenance fee for the CMPC: AASP member \$25 Non-member \$50. The recertification and license renewal are required and wise for the credibility in my profession.

The benefits that I get as a result of renewing my certifications and licenses include, more credibility, and more importantly these recertifications and license renewals will ensure that my practices are staying up to date with the best practices and that I am maintaining competent

knowledge in the field to deliver my services ethically and effectively. I plan to utilize these benefits by better serving my clients with my up to date certifications and memberships that require me to stay competently and ethically informed in the field of sport and performance psychology. The documentation that I need to provide to these agencies and associations to recertify, according to the CMPC handbook (2020), “1) Payment of the recertification fee & verification of passing the exam 2) A completed Continuing Education Units Log documenting CEUs accrued during the 5-year period and the corresponding CEU certificates for each activity 3) All CEU documentation must be inserted into the application so that it matches the order of CEU activities listed on the CEU Log.” (CMPC 2020).

According to Psychology 411 (2020), in order to keep my license active, I have to meet specific requirements defined in the following: “First, you will need to complete 60 hours of continuing education (CE) credits every three years. At least four of these hours must be in ethics-related topics. Additionally, every six years, you will need to complete at least six hours of CE in topics related to the assessment and treatment of suicide. In addition to completing your CEs, you will need to renew your license every year on your birthday. You can renew your license through mail once your renewal form is mailed to you, or you can renew online. The fee for renewing your license is \$226 plus a \$2.50 convenience fee if you complete it online.” (Psychology 411, 2020). These requirements will be delivered to the state licensure board and/or online via the links provided by Psychology 411 (2020).

### **Continuing Education**

I recognize the significant value of continuing education. It is essential in order to maintain an ethical and competent practice. According to Welfel (2015), “Preventing unethical

and incompetent practice that risks harm requires more than the publication of a code or sanctions of unethical practitioners: It demands the profession's sustained commitment to ethics education. It also demands that the individual professional develop an understanding of the factors that produce and maintain ethical and competent practice... All states and provinces require counselors and therapists to pass a licensing examination and have supervised work experience, and nearly 90% of jurisdictions require continuing education to prove their knowledge and skill (Adams & Sharkin, 2012)." (Welfel, p. 3-4, 2015). I will consistently take part in different continuing education opportunities to ensure that I am maintaining ethical and competent practice.

According to Psychology 411 (2020), the State of Washington requires, "60 hours of continuing education (CE) credits every three years, which are reported to Washington State licensure boards via the links provide on Psychology 411." (Psychology 411, 2020). The continuing education unit CEU requirements of my profession, according to the CMPC Handbook (2020), "75 continuing education units (CEUs) within the 5-year certification period (this is an average of 15 CEUs per year). Certificants also are required to ensure that of the 75 CEUs obtained, at least 6 CEUs are in each of the following required continuing education areas: professional ethics, diversity, and mentorship/supervision (required for mentors only). The content provided in eligible CEU activities must correspond to one of the eight designated knowledge areas as identified by the Job Task Analysis which are: K1: Professional Ethics and Standards; K2: Sport Psychology; K3: Sport Science; K4: Psychopathology; K5: Helping Relationships; K6: Statistics and Research Methods; K7: Psychological Foundations of Behavior; and K8: Diversity and Culture." (CMPC, 2020). These CEU have to be reported to the Association for Applied Sport Psychology.

According to the CMPC handbook (2020), “the average cost of CE is \$125 if you pay within September 1-November 30, otherwise it is \$150 and considered late between December 1-31. Free CEUs include, reading a book or listening to podcasts (1 CEU unit per book, 1 CEU per hour of podcast) and working on a publication (3 maximum CEUs per publication).” (CMPC, 2020). The CEUs have to pertain to the required K1-K8 mentioned above.

The types of CEUs that would help me to build my knowledge and skills would include, reading and listening to podcasts relevant to the field of sport and performance psychology, as well as attending AASP conferences and workshops, in person and virtually. These different CEU activities would help me to attract the clients that I would like to work with in the field, by surrounding me with the populations that are associated with these topics as well as give me more credibility to attract clients to quality services that I would be able to provide them with my continued education. I will determine the credibility and value of the advertised CEUs by referencing them to the CMPC handbook and the AASP. For instance, if I am attending a conference or workshop, I will confirm who is hosting the conference/workshop and ensure that they are affiliated with the AASP. For any reading and/or podcasts, I will ensure that they meet the criteria mentioned above, K1-K8.

Additionally, I joined a group with some of my colleagues, where we read and have discussions regarding different ethical topics in the field. Currently, we are finishing the book by Kylea Taylor (2014), *The Ethics of Caring: Finding Right Relationships with Clients*. This group gives us the opportunity to explore the topics of ethics in the counseling and consulting professions, which supports us in developing more awareness to better support our clients with the intention to minimize ethical violations.

## Specialty Training

The purpose of specialty training is to ensure that counselors and professionals are equipped with the proper tools and skills to assist specific populations. For example, as mentioned in Welfel (2015),

“Because couples and family treatment is a separate discipline that demands significant expertise to practice effectively, its first tenet to be competent is sufficient training and supervised experience in the field (Wilcoxon et al., 2013). Professionals without dedicated training and supervision in this area would be well advised to remedy those deficiencies before involvement in this specialty to eliminate risks of ethical charges or malpractice claims for working beyond the boundaries of their competence (Wilcoxon et al., 2013). Two Canadian provinces and all 50 states (and the District of Columbia) license professionals to conduct marriage and family therapy, and the professional associations, the American Association for Marriage and Family Therapy (AAMFT), and the International Association for Marriage and Family Counseling (IAMFC) have developed standards for graduate training and practice in the discipline.” (Welfel, p.255, 2015).

While I am not planning to specialize in Marriage and Family counseling and therapy, this quote emphasizes the significance of having specialty training in order to properly assist specific populations.

According to psychology.org (2020), “A minimum of a master’s degree and 3,300 hours is required to become a professional, and/or a doctoral degree with 1,500-6,000 additional hours depending on the state to become a specialist in a specific topic or population” (Psychology.org, 2020). I am currently getting specialty training with the Emotional Wisdom Training Institute (EWTI), in order to become a specialist in Motivational Interviewing styles, Cognitive Behavioral Therapy practices, and as a Neurolinguistic Program Practitioner. I am receiving the necessary mentorship and supervision to ensure that I have the proper application of the different techniques to minimize any ethical harm from wrongfully implementing these various techniques.

In continuation, a few examples of what I am developing through this specialty training include, understanding the significance of the power of language (e.g. the words to use and not use in order to best assist the clients and not interfere with their process), different techniques to remain objective, as well as how to not insert my own beliefs and values into sessions with clients. Simply stated, professionals in the counseling and consulting fields hold very influential roles with clients and it is essential that we do not wrongfully influence them. These specific techniques that I am developing will ensure that I am honoring the autonomy and informed consent of my clients.

In continuation, the costs associated with this training are \$400-\$1,200 per module, depending on other experience and credentials. I will utilize my specialty training to build my client population and reputation by having more expertise to effectively help more people. I will make sure that the quality of services that I provide clients, makes my work speak for itself, which will allow my business to expand through referrals, much like my current business.

Further, the connections that I develop through the EWTI will help me to expand my business as well.

I would also like to expand my multicultural competence to better assist different populations. As mentioned in Welfel (2015),

“The APA’s *Guidelines on Multicultural Education, Training, Research, Practice, and Organizational Change for Psychologists* (2003) Here are the five guidelines in that document (APA, 2003): Guideline 1: Psychologists are encouraged to recognize that, as cultural beings, they may hold attitudes and beliefs that can detrimentally influence their perceptions of and interactions with individuals who are ethnically and racially different from themselves. Guideline 2: Psychologists are encouraged to recognize the importance of multicultural sensitivity/responsiveness, knowledge, and understanding about ethnically and racially different individuals. Guideline 3: As educators, psychologists are encouraged to employ the constructs of multiculturalism and diversity in psychology education. Guideline 4: Culturally sensitive psychological researchers are encouraged to recognize the importance of conducting culture-centered and ethical psychological research among persons from ethnic, linguistic, and racial minority backgrounds. Guideline 5: Psychologists strive to apply culturally appropriate skills in clinical and other applied psychological practices.” (Welfel, p. 67, 2015).

By following these guidelines, I will continue to expand my multicultural competence and have the opportunity to better assist different populations.

Further, I wish to expand my understanding of my own self-awareness, values, and potential biases that can interfere with my ability to practice with multicultural competence. As mentioned in Welfel (2015),

“Sue and Sue (2012) laid out three broad dimensions of multicultural competency: (1) self-awareness, so that one’s values, biases, personal beliefs, and assumptions about human nature are known; (2) an understanding without negative judgments of the worldviews and assumptions of culturally diverse clients; and (3) skill in using and developing counseling interventions appropriate with diverse clients. Other authors have organized the necessary multicultural competencies as appropriate beliefs and attitudes, cultural knowledge, and practical skills...These guidelines identify four major components of competency. The first is awareness of the influence of one’s own cultural heritage on his or her experiences, attitudes, values, and behaviors as well as the ways in which that culture limits or enhances effectiveness with diverse clients. Next comes comfort with cultural differences and with clients from diverse cultures, developing an attitude that values and appreciates cultural difference rather than disparages or tolerates it. Honesty with self about negative emotional reactions and preconceived notions about other cultures, recognition of the harmful effects such reactions can have on clients, and commitment to work on changing such attitudes is the third competency. Finally, the guidelines identify respect and appreciation for culturally different beliefs and attitudes as the last component” (Welfel, p. 65, 2015).

By following the identified components laid out in Welfel (2015), I will be able to be more cognizant of my own influence in the development of my multicultural competence, especially with respect to potential or real biases, self-awareness, and appreciation for differences in cultures.

In addition, I will also seek specific multicultural competence training. The United States of Health & Human (2020) services provides a great link to educational opportunities for developing multicultural competence. I plan to participate in different educational opportunities, such as those provided via: <https://thinkculturalhealth.hhs.gov/education> Titled: Think Cultural Health.

Further, I will also look for other specialist opportunities to continue to improve my credibility and expertise in the field. I will ensure that I never claim to be a specialist in anything that I do not receive specialty training in, as mentioned as a concern in Welfel (2015),

“Knapp and VandeCreek (2008) recommend that mental health professionals examine their proposed advertisements from the perspective of the average person who may read or hear it. Using the example of a psychologist who identified a number of practice *specialties* in his advertisement, they questioned whether this term really accurately described that professional’s capabilities and cautioned that the average person might understand a specialty as an area of exceptional expertise. They advise that a more accurate term for the consumer may be *proficiencies*, indicating competence, but not necessarily extraordinary talent or training” (Weflel, p. 330, 2015).

I will honor the ideas laid out in Welfel (2015), and identify any competencies as proficiencies and any competencies where I receive specific, required specialty training will be identified as a specialty, this distinction will ensure that I ethically honor the bounds of competence as well as informed consent for clients seeking my services.

### **Career Development**

The other ways that I can work to develop my career and reputation in my field include, attending different conferences and workshops, collaborating with other professionals in the field, attending different sporting events, and participating in/hosting different sport and performance psychology clinics. Additionally, I will be open minded to different opportunities that present themselves.

The types of income streams that I anticipate include, earned income from my work, income from the money that I make publishing different sport psychology books that I write and/or research articles that I conduct someday. I may also earn income from sponsorships. The other professionals, agencies, or organizations that can help me to achieve my goals include, other professionals in the field (e.g. psychologists and consultants), the United States Olympic Committee, the PAC 12 Universities, and NCAA Division I, II, or III Universities, and potentially any pilots and the Air Line Pilots Association.

In continuation, I will develop relationships with these other professionals, agencies, or organizations, mentioned in the preceding, by networking at different conferences and workshops, as well as setting up clinics or workshops where I can meet with these other professionals, agencies, or organizations. Further, I will also go and meet with them at their

office and locations to discuss my vision to help them to achieve their visions. I will be open to different opportunities to meet with and collaborate with these other professionals to develop and improve our relationship.

The different service projects that will enhance my professional development include, volunteering at different sporting events, volunteering at different university and/or school events, donating to different charities, especially those associated with sport development, volunteering at a charity auction at a sport event, as well as sponsoring different events. I will stay up to date with community and sporting events and attempt to take an active role whenever possible.

The types of advocacy work that will enhance my professional development include advocating for different athletes on different teams to ensure that they are being honored individually, ethically, and with autonomy. Further, John Heil (2016), highlights a number of areas needing advocacy in sports that I can take an active role in, including “hazing, bullying, gender equity, sexual violence, doping, and athlete safety.” (Heil, 2016). I will explore these different advocacy topics and actively take part in advocating with my agency in the field.

I will devote a minimum of 25 hours per month to career development, through research in the field, reading books, listening to podcasts, as well as attending workshops and conferences. I value staying competent and informed in the areas that I dedicate myself to, especially for the beneficence and nonmaleficence of other people. By consistently dedicating time to developing my practice, I will ensure that I am best serving the populations that I am fortunate to work with in the field.

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