Topics and Articles Related to Maintaining Wellness: Psychologists, Psychologist Associates, Graduate Students

A. Ethical Considerations:

1.

a. The APA principle A of the Ethics code for our guild states: "Be aware of the possible effect of [our] own physical and mental health on [our] ability to help those with whom [we] work." (APA, 2002, pp.3)

b. Related to this requirement is the key concept of self-care which has been referred to as our "moral imperative" (Carroll, et al., 1999), and this leadsto the cautionary note that if you don't practice self-care, you risk harming the client, which has also been referred to as "the ethical imperative" (Baker, 2007).

c. Examples of several ethical areas that psychologists are to be mindful of include; boundaries, informed consent, malpractice, fallacies and pitfalls, termination with clients, end-of-life, retirement, professional will, among others.

d. A few representative articles on psychology and ethics:

   i. American Psychological Association. (2002). *Ethical principles of psychologists and code of conduct.* Retrieved from www.apa.org/ethics/code2002.html

   ii. Barnett, J. E., & Johnson, W. B. (2008). *Ethics Desk Reference for Psychologists*. Washington, DC: American Psychological Association. Available from http://www.apa.org/pubs/books/4312011.aspx

   iii. Behnke S. (2009, January). Ethics from a developmental perspective. *Monitor on Psychology*, *40*(1), 68. Retrieved from http://www.apa.org/monitor/2009/01/ethics.aspx

   iv. See Behnke, S. (2008, July). Ethics in the age of the Internet. *Monitor on Psychology*, *39*(7), 74. Retrieved from http://www.apa.org/monitor/2008/07-08/ethics.aspx

   v. See Knapp, S. J., & VandeCreek, L. (2005). *Practical ethics for psychologists: A positive approach*. Washington, DC: American Psychological Association. Available from http://www.apa.org/pubs/books/4312004.aspx

   vi. See Childress-Beatty, L. (2008, October). A vibrant and collaborative ethics program in Boston. *Monitor on Psychology*, *39*(9), 82. Retrieved from www.apa.org/monitor/2008/10/ethics.html

   vii. See Pope, K. S., & Vasquez, M. J. T. (2007). *Ethics in psychotherapy and counseling: A practical guide* (3rd ed.). New York: Jossey-Bass.

viii. See Pope, K. S., Tabachnick, B. G., & Keith-Spiegel, P. (1987). Ethics of practice: The beliefs and behaviors of psychologists as therapists. *American Psychologist*, *42*(11), 993-1006. doi: 10.1037/0003-066X.42.11.993

ix. See Pope, K. S. (n.d.) *Ethics and Malpractice*. Retrieved from Kenneth Pope's website: http://www.kspope.com/ethics/index.php

x. See Zur, O. (2007). *Boundaries in psychotherapy: Ethical and clinical explorations.* Washington, DC: American Psychological Association. Available from http://www.zurinstitute.com/boundariesbook.html

xi. See Schoenfeld, L. (2003). *Dealing with a complaint: self-care strategies*. Contact APA's ACCA committee regarding this article.

xii. See Elman, N. S., Illfelder-Kaye, J., & Robiner, W. N. (2005). Professional development: Training for professionalism as a foundation for competent practice in psychology. *Professional Psychology: Research and Practice*, *36*(4), 367-375. doi: 10.1037/0735-7028.36.4.367

xiii. See Campbell, L., Vasquez, M., Behnke, S., & Kinscherff, R. (2009). *APA ethics code commentary and case illustrations.* Washington, DC: American Psychological Association. Available from http://www.apa.org/pubs/books/4312015.aspx

xiv. See Werth, J. L., Jr., Welfel, E. R., & Benjamin, G. A. H. (Eds.). (2008). *The duty to protect: Ethical, legal, and professional considerations for mental health professionals*. Washington, DC: American Psychological Association. Available from http://www.apa.org/pubs/books/4312013.aspx

1. **Self-Care as a Center-Piece Strategy for Effective Colleague Assistance Programs:**

a. Implementing healthy self-care strategies is a primary way to honor principle A of our ethics code as referred to above in Section 2.
b. Several key articles that inform the self-care strategy:
    i. See Munsey, C. (2006a). Helping colleagues to help themselves. *Monitor on Psychology, 37*(7), 35. Retrieved from http://www.apa.org/monitor/julaug06/colleagues.aspx
    ii. See ACCA Practice Research and Policy Staff. (2007, Spring). Are you taking good care of yourself? *APAGS Newsletter, 13*(2). Retrieved from http://www.apapracticecentral.org/update/2007/12-13/good-care.aspx
    iii. Referring to a strength-based concept such as resilience is helpful in the self-care discussion as it supports the development of protective factors

to better cope with ongoing stressors as well as with challenges of a critical incident. See Bridgeman, D. (2006) "Strength-based Approach for Therapist & Client: Preventive Coping Strategies", available through the California Psychological Association's Colleague Assistance and Support (CLASP), website at www.cpaclasp.org (articles).

iv. See Skovholt, T. M. (2000). *Resilient practitioner: Burnout prevention and self-care strategies for counselors, therapists, teachers, and health professionals*. Boston: Allyn & Bacon.

v. See Norcross, J. C., & Guy, J. D., Jr., (2007). *Leaving it at the office: A guide to psychotherapy self-care*. New York: The Guilford Press.

vi. See Munsey, C. (2006a). Helping colleagues to help themselves. *Monitor on Psychology*, *37*(7), 35. Retrieved from http://www.apa.org/monitor/julaug06/colleagues.aspx

vii. See ACCA. (2009, August). *Who cares? Barriers, benefits and resources in colleague assistance and self-care*. PowerPoint presentation presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada.

viii. See 2009 ACCA practitioner survey [results forthcoming]. Contact APA's ACCA committee for specifics.

2. <u>The Importance of Wellness/Prevention in Colleague Assistance Programs:</u>

a. See Board of Professional Affairs' ACCA. (2000). *Professional health and well-being for psychologists*. Retrieved from http://www.apa.org/practice/resources/assistance/Professional_Health_and_Well-Being.pdf

b. See Barnett, J. E., Baker, E. K., Elman, N. S., & Schoener, G. R. (2007). In pursuit of wellness: The self-care imperative. *Professional Psychology: Research and Practice*, *38*(6), 603-612. doi: 10.1037/0735-7028.38.6.603

c. See Bridgman, D. (2006, March/April). Embracing wellness/prevention for psychologists: Bold or boring? *The California Psychologist*, *39*(2), 31-32. Available from the California Psychological Association's Colleague Assistance and Support Program (CLASP) website under articles: www.cpaclasp.org/

d. See Stevanovic, P., & Rupert, P. A. (2004). Career-sustaining behaviors, satisfaction, and stresses of professional psychologists. *Psychotherapy: Theory, Research, Practice, Training*, *41*(3), 301-309.

e. See Schwebel, M., & Coster, J. S. (1997). Well-functioning in professional psychologists. *Professional Psychology: Research and Practice*, *28*(1), 5-13. doi: 10.1037/0735-7028.28.1.5

f. See Grafanaki, S., Pearson, D., Cini, F., Godula, D., McKenzie, B., Nason, S., Anderegg, M. (2005). Sources of renewal: A qualitative study on the experience and role of leisure in the life of counselors and psychologists. *Counseling Psychology Quarterly*, *18*(1), 31-40. doi: 10.1080/09515070500099660

g. See Skovholt, T. M. (2001). *The resilient practitioner: Burnout prevention and self-care strategies for counselors, therapists, teachers, and health professionals.* Boston: Allyn & Bacon.

h. See ACCA. (2009, August). *Who cares? Barriers, benefits and resources in colleague assistance and self-care*. PowerPoint presentation presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada.

i. See 2009 ACCA practitioner survey [results forthcoming]. Contact APA's ACCA committee for specifics.

3. <u>Development and Continuum Approach to Colleague Assistance Concerns</u>:

a. See Stevanovic, P., & Rupert, P. A. (2009). Work-family spillover and life satisfaction among professional psychologists. *Professional Psychology: Research and Practice*, *40*(1), 62-68. doi: 10.1037/a0012527

b. See Guy, J. D. (1987). *The personal life of the psychotherapist*. New York: Wiley-Interscience.

c. See Zur, O. (1994). Psychotherapists and their families: The effect of clinical practice on individual and family dynamics. *Psychotherapy in Private Practice*, *13*(1), 69-75.

d. See Pingitore, D., & Scheffler, R. M. (2005). Practice patterns across the clinical life span: Results from the California survey of psychological practice. *Professional Psychology: Research and Practice*, *36*(4), 434-440. doi: 10.1037/0735-7028.36.4.434

e. See ACCA. (2008). *Psychologists' pursuit of wellness across the life span: Benefits and barriers to self-care practices*. PowerPoint presentation presented at the 116th Annual Convention of the American Psychological Association, Boston, MA. This presentation reviews the importance of viewing psychologists' life and profession from that of graduate students/early career psychologists, to those in the retirement phase

f. See the "continuum" concept from ACCA developed article. *Stress-distress-impairment for psychologists*. Available from http://www.apapracticecentral.org/ce/self-care/colleague-assist.aspx.

g. See 2009 ACCA practitioner survey [results forthcoming]. Contact APA's ACCA committee for specifics and/or visit APA web site, www.apa.org.

B. **SUBJECT TOPICS**

1. Office Safety and Violence Prevention Project:

a. A subcommittee of ACCA was convened in 2009 to address the issue of possible risk to psychologists based on several well-known incidents. ACCA contacted APA's Section VII on Behavioral Emergencies and from this collaborative effort a brochure on Office Safety for psychologists was developed, see below:
   i. See American Psychological Association, ACCA. (2009). *Minimizing the risk of patient violence in the workplace: A clinical primer* (Section VII). Contact APA's ACCA committee for an electronic copy of brochure.
   ii. See also Kleespies, P. M. (Ed.). (2009). *Behavioral emergencies: An evidenced based resource for evaluating and managing risk of suicide, violence, and victimization.* Washington, DC: American Psychological Association. Available from http://www.apa.org/pubs/books/4317168.aspx
   iii. Pope, K. (n.d.) *Stalking, threats, and attacks on therapists*. Retrieved from Kenneth Pope's website: http://kspope.com/stalking.php

   2. Coping With Suicide of a Colleague:

a. Once again a subcommittee with ACCA and Section VII on "Behavioral Emergencies," collaborated in 2009 to collect data and materials on the suicide of a colleague:
   i. See 2010 results of interviews with psychologists who knew colleagues who committed suicide and resource materials [results forthcoming], Contact ACCA.
   ii. See Guy, J. D., & Liaboe, G. P. (1985). Suicide among psychotherapists: Review and discussion. *Professional Psychology: Research and Practice*, *16*(4), 470-472. doi: 10.1037/0735-7028.16.4.470
   iii. See Joiner, T. E., Van Orden, K. A., Witte, T. K., & Rudd, M. D. (2009). *The interpersonal theory of suicide: Guidance for working with suicidal clients*. Washington, DC: American Psychological Association. Available from http://www.apa.org/pubs/books/4317175.aspx.

   3. Coping With Colleagues With Substance Abuse Challenges:

a. See section in ACCA Monograph on this and related issues. Available from http://www.apa.org/practice/resources/assistance/monograph.pdf

b. See DiClemente, C. C., & ACCA. (2005). *Alcohol and problem drinking*. Retrieved from http://www.apapracticecentral.org/ce/self-care/drinking.aspx

c. See Good, G. E., Thoreson, R. W., & Shaughnessy, P. (1995). Substance use, confrontation of impaired colleagues, and psychological functioning among counseling psychologists: A national survey. *The Counseling Psychologist*, *23*(4), 703-721. doi: 10.1177/0011000095234010

d. See Skorina, J. K., Bissell, L., & de Soto, C. B. (1990). Alcoholic psychologists: Routes to recovery. *Professional Psychology: Research and Practice*, *21*(4), 248-251. doi: 10.1037/0735-7028.21.4.248

e. See Friedenberger, H. J. (1989). Chemical abuse among psychologists: Symptoms, causes, and treatment issues. In R. Kilburg, P. Nathan, & R. Thoreson, (Eds.), *Professionals in distress: Issues, syndromes, and solutions in psychotherapy* (pp.135-152). Washington, DC: American Psychological Association.

f. See McCrady, B. S. (2003). *Alcohol and other drug use among psychologists: Identification and early intervention.* Contact APA's "Colleague Assistance Advisory Committee" (ACCA) regarding this article.

g. See 2009 ACCA practitioner survey [results forthcoming]. Contact APA's ACCA committee for specifics.

4. <u>Supporting A Colleague In Need:</u>

a. See Smith, P.L., & Moss, S. B. (2009). Psychologist impairment: What is it, how can it be prevented, and what can be done to address it? *Clinical Psychology: Science and Practice*, *16*(1), 1-15. doi:10.1111/j.1468-2850.2009.01137.x. This is a very recent and comprehensive review that informs many of the issues central to this ACCA toolkit.

b. See Guy, J. D., Poelstra, P. L., & Stark, M. J. (1989). Personal distress and therapeutic effectiveness: National survey of psychologists practicing psychotherapy. *Professional Psychology: Research and Practice*, *20*(1), 48-50. doi: 10.1037/0735-7028.20.1.48

c. See Kutz, S. L. (1986). Defining "impaired psychologist." *American Psychologist*, *41*(2), 220. doi: 10.1037/0003-066X.41.2.220.a

d. See Mahoney, M.J. (1997). Psychotherapists' personal problems and self-care patterns. *Professional Psychology: Research and Practice*, *28*(1), 14-16. doi: 10.1037/0735-7028.28.1.14

e. See Pope, K.S., & Tabachnick, B.G. (1994). Therapists as patients: A national survey of psychologists' experiences, problems, and beliefs. *Professional Psychology: Research and Practice*, *25*(3), 247-258. Retrieved from www.kspope.com/therapists/research9.php

f. See O'Connor, M. F. (2001). On the etiology and effective management of professional distress and impairment among psychologists. *Professional Psychology: Research and Practice*, *32*(4), 345-350. doi: 10.1037//0735-7028.32.4.345

g. See Gilroy, P. J., Carroll, L., & Murra, J. (2002). A preliminary survey of counseling psychologists' personal experiences with depression and treatment. *Professional Psychology: Research and Practice*, *33*(4), 402-407. *doi:* 10.1037//0735-7028.33.4.402

h. See Lamb, D. H., & Catanzaro, S. J. (1998). Sexual and nonsexual boundary violations involving psychologists, clients, supervisees, and students: Implications for professional practice. *Professional Psychology: Research and Practice*, *29*(5), 498-503. doi: 10.1037/0735-7028.29.5.498

i. See Munsey, C. (2006a, July). Helping colleagues to help themselves. *Monitor on Psychology*, *37*(7), 35. Retrieved from http://www.apa.org/monitor/julaug06/colleagues.aspx

j. See Barnett, J. E., & Hillard, D. (2001). Psychologist distress and impairment: The availability, nature, and use of colleague assistance programs for psychologists. *Professional Psychology: Research and Practice*, *32*(2), 205-210. *doi*: 10.1037//0735-7028.32.2.205

k. See O'Connor, M. F., & ACCA. (n.d.). *Intervening with an impaired colleague*. Retrieved from http://www.apapracticecentral.org/ce/self-care/intervening.aspx

l. See Saakvitne, K. & ACCA. (2002). *Occupational vulnerability for psychologists: A theoretical overview*. Retrieved from http://www.apapracticecentral.org/ce/self-care/vulnerability.aspx

m. See Kaslow, N. J., Rubin, N. J., Forrest, L., Elman, N. S., Van Horne, B. A., Jacobs, S. C., Thorn, B. E. (2007). Recognizing, assessing and intervening with problems of professional competence. *Professional Psychology: Research and Practice*, *38*(5), 479-492. doi: 10.1037/0735-7028.38.5.479

5. <u>Strategic Support Systems for Psychologists:</u>

a. See Pope, K.S., & Vasquez, M.J.T. (2005). Creating strategies for self-care. In *How to survive and thrive as a therapist: Information, ideas, and resources for psychologists in practice* (pp. 13-22), Washington, DC: American Psychological Association.

b. Baker, E. K. (2003). *Caring for ourselves: A therapist's guide to personal and professional well-being*. Washington, DC: American Psychological Association.

c. Bridgeman, D. (2007). *Positive peer partnering for psychologists*. Available from the California Psychological Association's Colleague Assistance and Support Program (CLASP) website: http://www.cpapsych.org/ (articles)

d. See American Psychological Association Communications Staff. (2005). *Not going it alone: Peer consultation groups*. Retrieved from http://www.apapracticecentral.org/ce/self-care/peer-consult.aspx
e. See Bridgeman, D. (2009). *Balance, boundaries and benevolence: The complexities of psychologists' self-care, coping, and wellness*. An informal assessment, available from the California Psychological Association's Colleague Assistance and Support Program (CLASP) website: http://www.cpaclasp.org/
f. See North Carolina Psychological Assn. Colleague Assistance Committee. (n.d.). *How to set up a peer consultation team*. Article retrieved from NCPA's website: www.ncpsychology.com/
g. See Munsey, C. (2006a, July). Helping colleagues to help themselves. *Monitor on Psychology*, *37*(7), 35. Retrieved from http://www.apa.org/monitor/julaug06/colleagues.aspx

6. <u>Diversity and Psychologists</u>:

a. See Sue, D. W., & Sue, D. (1999). *Counseling the culturally different: Theory and practice* (3rd ed.). New York: John Wiley & Sons.
b. See American Psychological Association, Divisions 17 and 45 Task Force. (2002). *Guidelines on multicultural education, training, research, practice, and organizational change for psychologists*. Retrieved from http://www.apapracticecentral.org/ce/guidelines/multicultural.aspx
c. See DeAngelis, T. (2009, March). Changing the way we see one another: Psychologists are key players in a growing campus movement that promotes honest communications about diversity. *Monitor on Psychology*, *40*(3), 54. Retrieved from http://www.apa.org/monitor/2009/03/diverse.aspx
d. See Barongan, C. (2006). Review of a comprehensive approach to multicultural competence: A review of race, culture, psychology, and law. [Review of *A comprehensive approach to multicultural competence: A review of race, culture, psychology, and law*, edited by K. Barrett & W. George, 2005]. *Cultural Diversity and Ethnic Minority Psychology*, *12*(1), 169-171. doi: 10.1037/1099-9809.12.1.169
e. See the American Psychological Association Commission on Ethnic Minority Recruitment, Retention, and Training (CEMRRAT2) Task Force website: http://www.apa.org/pi/oema/programs/recruitment/commission.aspx
f. See also the American Psychological Association Committee on Ethnic Minority Affairs (CEMA), Division 45 website: http://www.apa.org/pi/oema/committee/index.aspx
g. See Skovholt, T. M., Goh, M., Upidi, S., & Grier, T. (2004). The resilient multicultural practitioner. *The California Psychologist, 37*(6), 18-19.

C. **CONTEMPORARY AND TIMELY ISSUES FOR PSYCHOLOGISTS**

1. <u>Graduate Students And Early Career Psychologists</u>:

a. See Dearing, R. L., Maddux, J. E., & Tangney, J. P. (2005). Predictors of psychological help seeking in clinical and counseling psychology graduate students. *Professional Psychology: Research and Practice*, *36*(3), 323-329. doi: 10.1037/0735-7028.36.3.323
b. See Elman, N., Forrest, L., Vacha-Haase, T., & Gizara, S. (1999). A systems perspective on trainee impairment: Continuing the dialogue. *The Counseling Psychologist*, *27*(5), 712-721. doi: 10.1177/0011000099275005
c. See Munsey, C. (2006b, November). Questions of balance: An APA survey finds a lack of attention to self-care among training programs. *gradPSYCH*, *4*(4). Retrieved from http://www.apa.org/gradpsych/2006/11/cover-balance.aspx
d. See Clay, R. A. (2009, January). The new economy and you. *gradPSYCH*, *7*(1). Retrieved from http://www.apa.org/gradpsych/2009/01/cover-economy.aspx
e. See Fuselier, D. (2004). Self-care among psychology graduate students and psychologists: Implications for physical, mental, and spiritual well-being. (Doctoral dissertation). *Dissertation Abstracts International: Section B: The Sciences and Engineering*, *65*, 2093.
f. See Williams-Nickelson, C. (2001). What have you done for you lately? *APAGS Newsletter*, *13*(2).
g. See Schaufeli, W. B., Martinez, I. M., Pinto, A. M., Salanova, M., & Bakker, A. B. (2002). Burnout and engagement in university students. *Journal of Cross-Cultural Psychology*, *33*(5), 464-481. doi:10.1016/j.jvb.2005.01.003
h. See Pelham, B. (n.d.) *Doing post-doctoral work--Should I?* Retrieved from http://www.apa.org/careers/resources/academic/postdoc-work.aspx
i. See Shapiro, S. L., Brown, K. W., & Biegel, G. M. (2007). Teaching self-care to caregivers: Effects of mindfulness-based stress reduction on the mental health of therapists in training. *Training and Education in Professional Psychology*, *1*(2), 105-115. doi: 10.1037/1931-3918.1.2.105
j. See Williams-Nickelson, C. (1998). *Establishing mentoring relationships that model balance*. Paper presented at the 106th Annual Convention of the American Psychological Association, San Francisco, CA.
k. See Williams-Nickelson, C. (2001, Winter). Public poise and private struggles: Intentionally sharing our multiple selves through mentoring. *The APAGS Newsletter*, 13(1), 25-26.
l. See Minardo, J. (2009, August). *Launching your career on solid footing: How to lead to succeed*. PowerPoint presentation presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada.

m. See Salvador, D. (2009, August). *Launching your career on solid footing: Incorporating self-care across-life continuum*. Symposium presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada.

n. See Clay, R. A. (2006, March). Peers with problems: Students can help when peers are in trouble. *gradPSYCH*, 4(2). Retrieved from http://www.apa.org/gradpsych/2006/03/peers.aspx

o. See Clay, R. A. (2006, March). Get down to business: Learn the basics of starting your own practice. *gradPSYCH*, 4(2). http://www.apa.org/gradpsych/2006/03/business.aspx

p. See APAGS & ACCA 2009 Survey on Psychology Graduate Students [in progress]. Contact APAGS and/or ACCA.

q. See the ACCA 2009 Survey on Practitioners data on early career psychologists [results forthcoming]. Contact ACCA.

2. <u>LGBT Considerations:</u>

a. See Ehrbar, R.D. (2009, August). *Self-care and working within LGBT communities*. Symposium presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada. Retrieved from http://www.apa.org/careers/early-career/working-within-LGBT.pdf

b. See Russell, G. M., & Bohan, J. S. (2007). Liberating psychotherapy: Liberation psychology and psychotherapy with LGBT clients. In J. Glassgold & J. Drescher (Eds.), *Activism and LGBT psychology* (pp. 59-75). New York, NY: Brunner-Routledge.

c. See American Psychology Association, Committee on Lesbian, Gay, Bisexual, and Transgender Concerns. (2008, Spring). *Division 44 newsletter*. Available from: http://www.apadivision44.org/publications/2009spring.pdf

d. See also American Psychology Association, Committee on Lesbian, Gay, Bisexual, and Transgender Concerns. (2008, Summer). *Division 44 newsletter*. Available from: http://www.apadivision44.org/publications/2009summer.pdf

e. See Packard, E. (2007, December). New tool for diversity-focused psychologists. *Monitor on Psychology*, *38*(11), 11. Retrieved from http://www.apa.org/monitor/dec07/newtool.aspx

f. Contact American Psychological Association, Division 44 – Society for the Psychological Study of Lesbian, Gay, Bisexual and Transgender Issues. Available from: http://www.apa.org/about/division/div44.aspx

g. See Goldberg, A. E. (2009). *Lesbian and gay parents and their children: Research on the family life cycle*. Washington, DC: American Psychological Association. Available from http://www.apa.org/pubs/books/4318061.aspx.

3. <u>Female Psychologists:</u>

a. See Ladhani, S. (2009, August). *How does she do that or does she? Self-care for women in leadership*. Symposium presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada. Available from http://www.apa.org/careers/early-career/women-leaders.pdf

b. See Williams-Nickelson, C. (2000). Perspectives on mentoring: Women in psychology. *APAGS Newsletter*, *12*(1).

c. See Zuckerman, D. M. (1982, August). *Self-perceived abilities, values, and stresses of future female psychologists*. Paper presented at the 90th Annual Convention of the American Psychological Association, Washington, DC. Retrieved from ERIC database. (ED227414)

d. See Williams-Nickelson, C. (2001). Mentoring and leadership: Lessons learned for women balancing personal and professional roles. *APAGS Newsletter*, *13*(1).

e. See Gilligan, C. (1993). *In a different voice: Psychological theory and women's development.* Cambridge, MA: Harvard University Press.

f. See the American Psychological Association Committee on Women & Leadership Institute for Women in Psychology website: http://www.apa.org/pi/women/index.aspx.

4. Male Psychologists:

a. See Burke, R. J., Burgess, Z., & Oberrlaid, F. (2004). Do male psychologists benefit from organizational values supporting work-personal life balance? *Equal Opportunities International*, *23*(1-2), 97-107.

b. See Pope, K. S., & Tabachnick, B. G. (1994). Therapists as patients: A national survey of psychologists' experiences, problems, and beliefs. *Professional Psychology: Research and Practice*, *25*(3), 247-258. Retrieved from www.kspope.com/therapists/research9.php

c. See Harvey, J. A., & Hansen, C. E. (1999). Gender role of male therapists in both professional and personal life. *Sex Roles: A Journal of Research*, *41*(1-2), 105-113. doi: 10.1023/A:1018841909632

d. See American Psychological Assocation, Division 51 - Society for the Psychological Study of Men & Masculinity. (2004). CE program presented at the 112th Annual Convention of the American Psychological Association, Hawaii. See also APA, Division 51 materials at http://www.apa.org/about/division/div51.aspx

e. See Pollack, W. S., & Levant, R. F. (1998). *New psychotherapies for men*. New York: John Wiley & Sons.

5. Psychologists in Transition:

a. See Rupert, P. A., Stevanovic, P., & Hunley, H. A. (2009). Work-family conflict and burnout among practicing psychologists. *Professional Psychology: Research and Practice*, *40*(1), 54-61. doi: 10.1037/a0012538

b. See Rupert, P. A., Morgan, D. J. (2005). Work setting and burnout among professional psychologists. *Professional Psychology: Research and Practice*, *36*(5), 544-550. doi: 10.1037/0735-7028.36.5.544

c. See Orlinksy, D., Ronnestad, M. H., Ambuhl, H., Willutzki, U., Botermans, J., Cierpka, M., Davis, M. (1999). Psychotherapists' assessments of their development at different career levels. *Psychotherapy: Theory, Research, Practice, Training*, *36*(3), 203-215. doi: 10.1037/h0087772

d. See Williams-Nickelson, C. (2000). The year in review: Empowerment-based fundamentals for a flourishing profession. *APAGS Newsletter*, *12*(3).

e. See Willams-Nickelson, C. (1998). *Establishing mentoring relationships that model balance*. Presentation presented at the 106th Annual Convention of the American Psychological Association Convention, San Francisco, CA.

f. See Gerber, J., & ACCA. (2005). *The pregnant therapist: Caring for yourself while working with your clients*. Retrieved from http://www.apapracticecentral.org/ce/self-care/pregnancy.aspx

g. See Fallon, A., & Brabender, V. (2003). *Awaiting the therapist's baby: A guide for expectant parent-practitioners*. Mahwah, NJ: Lawrence Erlbaum.

h. See Finno, A. A., & Kohout, J. (2009). *The future of the psychology workforce–statistics and trends*. Paper presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada. Retrieved fromhttp://www.apa.org/workforce/presentations/2009-future-psychology-workforce.pdf

i. See Whitten, L. & Anderson, L. (n.d.). *Getting beyond the academic gatekeepers: The tenure process*. Available from www.apa.org/apa/abttenture.html

j. See Munsey, C. (2007, September). Serving those who serve: A psychologist and a soldier. *Monitor on Psychology*, *38*(8), 47. Retrieved from http://www.apa.org/monitor/sep07/psychsoldier.aspx

k. On Loneliness: See Simpson, M. for the NCPA Colleague Assistance Committee (2009, September). *Loneliness: The Other "L" word*. Available from the NCPA web site: www.ncpsychology.com

l. See Bridgeman, D. (2008, August). *Mindful midlife or muddled mixture? Self-care and psychologists strengths and struggles*. PowerPoint presentation presented at the 116th Annual Convention of the American Psychological Association APA Convention, Boston, MA.

m. See American Psychological Association, Committee on Women in Psychology. (1999). *Older psychologists survey*. Retrieved from http://www.apa.org/pi/women/resources/reports/older-psychologists.pdf

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6. Effects of the Economy:

a. See Yip, P. (2009, September 7). Tough economy can take its toll on your health. *The Dallas Morning News*. Retrieved from http://www.dallasnews.com/sharedcontent/dws/bus/personalfinance/stories/090709dnbusperfi.36a76e7.html
b. See Clay, R. A. (2009, January). The new economy and you. *gradPSYCH*, *7*(1), 42. Retrieved from http://www.apa.org/gradpsych/2009/01/cover-economy.aspx
c. See Martin, S. (2009, January). Rolling with the changes. *Monitor On Psychology*, *40*(1), 36. Retrieved from http://www.apa.org/monitor/2009/01/economy.aspx
d. See American Psychological Association, Public Relations Staff. (2008, October 23). *Americans stressed over economy, more report symptoms*. Retrieved from http://www.apapracticecentral.org/update/2008/10-23/americans-stressed.aspx
e. See Price, M. (2009, July). The recession is stressing men more than women. *Monitor on Psychology*, *40*(7), 10. Retrieved from http://www.apa.org/monitor/2009/07-08/recession.aspx
f. See APA Committee for the Advancement of Professional Practice, APA Committee on Early Career Psychologists. (2009, August). *Launching and building a practice: Providing high-quality psychological services in challenging economic times*. Symposium presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada. Retrieved from http://www.apapracticecentral.org/update/2009/07-28/practice-programs-convention.aspx
g. See Walfish, S., & Barnett, J. E. (2008). *Financial success in mental health practice: Essential tools and strategies for practitioners*. Washington, DC: American Psychological Association. Available from http://www.apa.org/pubs/books/4317162.aspx

7. Issues of Disabilities:

a. See Palombi, B. J. (2009, August). *Models of training focused on issues related to disability*. Symposium presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada.
b. See Taliaferro, G. (2009, August). *Continuing education workshop #134: Ethical practice issues and persons with disabilities*. Workshop presented at the

117th Annual Convention of the American Psychological Association, Toronto, Canada.

c. See also the American Psychological Association Committee on Disability Issues in Psychology website: http://www.apa.org/pi/disability/committee/index.aspx

8. Psychologists & Critical Incident Responding: & Concepts of Compassion Fatigue, Burnout, Secondary Traumatization & Work Engagement:

a. See the American Psychological Association's Disaster Response Network (DRN), for many articles on responding to various types of disasters, process, procedures and self-care tips. Available from http://www.apa.org/practice/programs/drn/index.aspx

b. See *American Red Cross draft Foundations of Disaster Mental Health Manual.* (n.d.). *What do psychologists do at disaster sites?* Retrieved from http://www.apa.org/helpcenter/disaster-site.aspx

c. See ACCA, & DRN. (2009, October). *Helping others while helping ourselves during challenging times*. PowerPoint presentation presented at the 2009 meeting of the American Psychological Association Education Leadership Conference, Washington, DC.

d. See Chard, K. M., Cooper, L., & ACCA. (2005). *Risk factors and self care for practitioners working with trauma clients*. Retrieved from http://www.apapracticecentral.org/ce/self-care/trauma-clients.aspx

e. See Figley, C. R. (2002). *Treating compassion fatigue: Secondary traumatic stress disorder from treating the traumatized*. New York, NY: Brunner-Routledge.

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g. See Stamm, B. H. (1999). *Secondary traumatic stress: Self-care issues for clinicians, researchers, and educators* (2nd ed.). Lutherville, MD: The Sidran Press.

h. See Edwards, R. (1995, September). *Compassion fatigue: When listening hurts*. Contact APA's ACCA committee regarding this article.

i. See Maslach, C., Leiter, M. P., & Schaufeli, W. (2009). Measuring burnout. In S. Cartwright & C. Cooper (Eds.), *The Oxford handbook of organizational well-being* (pp. 86-108). Oxford, England: Oxford University Press.

j. See Stamm, B. H. (2005). *Professional quality of life scale: Compassion satisfaction and fatigue subscales, R-IV (ProQOL).* Retrieved from www.behavioralhealth.army.mil/prt/PROQOL-vIV_English-Oct05.pdf

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l. See Schaufeli, W. B. (2006). The balance of give and take: Toward a social exchange model of burnout. *The International Review of Social Psychology*, *19*(1), 87-131.
m. See Gonzales-Roma, V., Schaufeli, W. B., Bakker, A. B., & Lloret, S. (2005). Burnout and work engagement: Independent factors or opposite poles? *Journal of Vocational Behavior, 68*(1), 165-174.

9. Retirement:

a. See Chamberlin, J. (2004, November). No desire to fully retire. *Monitor on Psychology, 35*(10), 82. Retrieved from http://www.apa.org/monitor/nov04/desire.aspx
b. See Ditmann, M. (2004, November). A new face to retirement. *Monitor on Psychology*, *35*(10), 78. Retrieved from http://www.apa.org/monitor/nov04/retirement.aspx
c. See Kersting, K. (2004, November). Elderbears: Out of the retirement cave. *Monitor on Psychology, 35*(10), 86. Retrieved from http://www.apa.org/monitor/nov04/elderbears.aspx
d. See McGurk, W. S., & ACCA. (2005). *Retirement: Making a successful transition*. Retrieved from http://apapracticecentral.org/ce/self-care/retirement.aspx
e. See American Psychological Association. (2005). *Thinking about retirement? Time to think about your psychological portfolio*. Retrieved from http://www.apa.org/research/action/retire.aspx
f. See Abeles, N., Cooley, S., Deitch, I. M., Harper, M. S., Hinrichsen, G., Lopez, M. A., Molinari, V. A. (2009). *What psychologists should know about working with older adults*. Workshop conducted at the 117th Annual Convention of the American Psychological Association, Toronto, Canada. Available from http://www.apa.org/pi/aging/resources/guides/practitioners.pdf
g. See ACCA. (2008). *Psychologists' pursuit of wellness across the life span: Benefits and barriers to self-care practices*. Presentation presented at the 116th Annual Convention of the American Psychological Association, Boston, MA.

10. Professional Wills:

a. See Pope, K. S., & Vasquez, M. J. T. (2005). Therapist guide for preparing a professional will. In *How to survive and thrive as a therapist: Information, ideas, and resources for psychologists in practice* (pp. 57-64), Washington, DC: American Psychological Association.

b. See Ragusa, S. A. (2006). A professional living will for psychologists. *Division 42 Online*. Retrieved from www.division42.org/MembersArea/PracticePerfect/ProfessionalWill.htm
c. See Zur, O., & Nordmarken, N. (2005). *The Professional Will* [Online course]. Sonoma, CA: Zur Institute. Available from www.zurinstitute.com/wills_clinicalupdate.html

11. End of Life Issues:

a. See Werth, J. L., Jr. (2009, August). *Continuing education workshop #147: Psychosocial issues near end of life---Considerations for psychologists*. Workshop presented at the 117th Annual Convention of the American Psychological Association, Toronto, Canada.
b. See Kersting, K. (2004, November). Psychology at the end of life. *Monitor on Psychology*, *35*(10), 50. Retrieved from http://www.apa.org/monitor/nov04/endlife.aspx
c. See Kersting, K. (2004, November). Improving the end of life for older adults. *Monitor on Psychology*, *35*(10), 53. Retrieved from http://www.apa.org/monitor/nov04/improve.aspx
d. See Kleespies, P. (2004). *Life and death decisions: Psychological and ethical considerations in end-of-life care*. Washington, DC: American Psychological Association.
e. See Haley, W. E., Larson, D. G., Kasi-Godley, J., Neimeyer, R. A., & Kwilosz, D. M. (2003). Roles for psychologists in end-of-life care: Emerging models of practice. *Professional Psychology: Research and Practice*, *34*(6), 626-633. *doi*: 10.1037/0735-7028.34.6.626
f. See the American Psychological Association End-of-Life Issues and Care website: http://www.apa.org/pi/aids/programs/eol/index.aspx
g. See American Psychological Association, Ad Hoc Committee on End-of-Life Issues. (n.d). *Culturally diverse communities and end-of-life care*. Retrieved from http://www.apa.org/pi/aids/programs/eol/end-of-life-diversity.pdf
h. See Katz, R. S., Landrum, E., & Gordon, J. (2006). *Psychologists facing life-threatening illness and death*. Washington State Psychological Association, End of Life Taskforce.