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## Counselor Personality and The Development of Personal Theory in Behavioristic Counseling: A Literature-Based Exploration

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### ABSTRACT

The professionalism of the counselor is judged by how well he understands himself first before seeing the problem or potential or understanding the counselee. The counselor over time in applying his knowledge can integrate the theory of techniques that are best understood and mastered, so that the counselor has his own style. Counselors in choosing their personal counseling theory use a counseling theory approach assessment instrument developed by Finch. The research method used is literature study and phenomenology which is carried out by finding literature sources, reading literature, selecting literature and analyzing related literature. Counselor professional development can be done through the development of counseling personal theory identity. This development will be very useful for counselors in showing characteristics, consistency, attractiveness and efficiency in the counseling process. The discovery of specialization in the field of counseling is carried out with 6 steps, namely understanding values and self-beliefs, deepening counseling theories and techniques, examining each theory and technique, practicing theories and techniques, integration and personalization. Counselor specialization in the field of behavioristic counseling is closely related to how the counselor's personal philosophy adheres to that everything that happens to the counselee is a consequence of the surrounding environment or antecedents. The discovery of a personal theory of counseling will be very useful for a counselor in his confidence in counseling practice, so that he is able and competent in applying the theory that has found its distinctiveness.

### Kata Kunci:

Kepribadian konselor,  
Konselor,  
Konselor behavioristik; teori  
pribadi konselor

### ABSTRAK

Profesionalitas konselor dinilai dari seberapa baik ia memahami dirinya sendiri terlebih dahulu sebelum melihat masalah atau potensi atau memahami konseli. Konselor seiring berjalannya waktu dalam menerapkan keilmuannya dapat mengintegrasikan antara teori teknik yang paling dipahami dan dikuasai, sehingga konselor memiliki corak tersendiri. Konselor dalam memilih teori konseling pribadinya menggunakan instrumen penilaian pendekatan teori konseling yang dikembangkan oleh Finch. Metode penelitian yang digunakan adalah studi literatur dan fenomenologi yang dilakukan dengan cara mencari sumber literatur, membaca literatur, menyeleksi literatur dan menganalisis literatur yang terkait. Pengembangan profesionalitas konselor dapat dilakukan melalui pengembangan identitas teori pribadi konseling. Pengembangan ini akan sangat berguna bagi konselor dalam menunjukkan ciri khas, konsistensi, kemenarikan dan efisiensi dalam proses konseling. Penemuan spesialisasi dalam bidang konseling dilakukan dengan 6 langkah yakni pemahaman nilai dan keyakinan diri, pendalaman teori dan teknik konseling, pemeriksaan setiap teori dan teknik, praktik teori dan teknik, integrasi dan personalisasi. Spesialisasi konselor dalam bidang konseling behavioristik berkaitan erat dengan bagaimana filosofi pribadi konselor yang menganut bahwa segala sesuatu yang terjadi pada diri konseli merupakan konsekuensi dari lingkungan atau anteseden yang ada di sekitarnya. Penemuan teori pribadi konseling akan sangat berguna bagi seorang konselor dalam kepercayaan dirinya dalam praktik konseling, sehingga mampu dan kompeten dalam menerapkan teori tersebut yang telah menemukan kekhasannya.

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## INTRODUCTION

In every profession where there are many branches of knowledge, there will be specialization in one of the branches of knowledge to improve individual professionalism. Professional is defined as a job or activity that a person does and becomes a source of life income that requires expertise, proficiency or skills that meet certain quality standards or norms and requires professional education (Ilyas, 2018). One of them is a counselor who requires professional development through professional education. Today Indonesia echoes a vision of “Golden Indonesia” which will be achieved in 2045. The realization of this vision requires collaboration between fields, including the field of guidance and counseling. In this case, counselors have the responsibility of helping individuals overcome obstacles and achieve their maximum potential so that they can become a solid foundation for Indonesian society towards a glorious future (Silmy, 2024).

In the field of guidance and counseling, there are many branches of theories and techniques that are considered heavy if learned comprehensively. So specialization or specialization in certain counseling technique theories can be done by novice counselors to increase their in-depth understanding as well as their professionalism in carrying out counseling. In the era of industrial evolution 4.0, prospective counselors have an important responsibility to continue to develop their competence through self-improvement, self-transformation, utilization of digital media, utilizing current technological developments (Nursalim, 2020). In its application, counseling practices carried out by counselors are not only a mechanical application of theory but can also be applied and adjusted to the counselor's personal style and the needs of the counselee. So that the development of personal theory in counseling is important to do and can be part of the formation of professionalism.

Individuals are born with personality values that are closely attached to them. Various regions in Indonesia have a variety of cultural values that are closely related to individuals, resulting in a distinctive and unique individual style. In certain developmental tasks, individuals should have values that they embrace to direct their lives. Personality is part of the self-values that radiate in each individual. Personality includes all thoughts, feelings and behaviors, consciousness and unconsciousness that will guide the individual to adjust to the social and physical environment. The personality shown is an important basis that will affect the interpersonal functioning and effectiveness of the counselor in relation to creating an effective helping relationship (Wehr & Wittmer, 1973). Each counselor has a unique personality, life experiences, personal values and individual characteristics, all of which contribute to the way the counselor understands and applies counseling theory.

Specialization or concentration in counselors is not necessarily obtained when obtaining counselor certification in the Counselor Education Program (CPE), because counselors only meet the certification standards or minimum standards or minimum qualifications set by the certification body (Hosie, 1995). Counselors are expected to choose one of the theories and techniques as a concentration that is chosen and in accordance with their personal philosophy or personality values that they embrace and follow. According to Combs in Setiawan (2018) the strong belief in the counselor that is brought when the counselor has a positive effect and increases confidence in the counselor's own abilities. Furthermore, this personal theory of counseling will encourage self-

reflection and continuous learning which is important in addressing the complexity of counselee problems amidst the growing social dynamics.

According to Hamka in Rashidin et al. (2023) there are five domains of philosophy of life in humans, namely reason, life, mind, heart and knowledge. The five domains will bring the distinctiveness of each human being which must be different. The philosophy of life must exist and will exist if individuals are able to find their true selves. Understanding the self can be done by finding the needs of the self so as to achieve individual well-being. Professionals in the field of guidance and counseling are no exception, namely counselors. The personality that the counselor brings out will be brought by the counselor when counseling with the counselee directly. Thus, the development of personal counseling theory becomes an integral part of the process of becoming a counselor who is more adaptive, empathic and competent in answering various challenges in practice.

According to Hosie (1995) in his research *Counseling specialties: A case of basic preparation rather than advanced specialization*, that the use of the word specialization is considered inappropriate and the word "concentration" may be more appropriate. Because a counselor will choose one of his concentrations under the umbrella of psychoanalytic approaches, or cognitive, or behavioral and so on. According to Dharsana (2024) a counselor in developing his professionalism needs to improve his quality.

Individuals are born with personality values that are closely attached to them. In certain developmental tasks, individuals should have values that they embrace to direct their lives. Personality is part of the self-values that radiate in each individual. Personality includes all thoughts, feelings and behaviors, consciousness and unconsciousness that will guide the individual to adjust to the social and physical environment. The personality shown is an important basis that will affect the interpersonal functioning and effectiveness of the counselor in relation to creating an effective helping relationship (Wehr & Wittmer, 1973). According to Dharsana (2024) counseling theories born today are related to personal, sociological and philosophical foundations; the characteristics shown in each theory are strongly influenced by the personality of the creator, his way of life, perspective and environment in philosophizing.

In research conducted Moss et al. (2014) namely *Professional identity development: A grounded theory of transformational tasks of counselors*, they investigated the identity development of counselors at a pivotal point during their careers and found that there was an increased integration of higher professionalism, the ability to continuously reflect on optimal learning, a strong commitment to knowledge and development, continuous and lifelong professionalism, counselees who were affected by counselors, life experiences that influenced counselor development, influential supervisors-friends-colleagues and emotional thinking that changed over time.

As counselors gain experience, their counseling sessions become more focused on the counselor's areas of expertise and interest. Therefore, if the theoretical approaches and counseling techniques are discovered early, it is possible that the counselor will be faster to explore the chosen counseling theories and techniques or increase creativity and effectiveness in counseling. Counselors are also expected to be able to master the basic skills of a counselor such as active listening, confrontation, reducing, reflecting, clarifying, facilitating, empathizing, connecting, and suggesting. Therefore, the existence of a personal theory of counseling allows the counselor to

conduct counseling more authentically, reflectively and in alignment with his/her beliefs and experiences.

This can guide a counselor in finding the compatibility of theories and techniques with his or her personal values and beliefs. Behavioristic theory states that behavior is the result of individuals learning from the environment and getting reinforcement in it. In this theory, the counselor must have the personality value of an observer and believe that behavior is the main component in an individual's whole body that can be influenced by the environment and human behavior is the result of learning from his environment so that his behavior can change as the surrounding environment changes. In its application, prospective counselors are required to know and explore their own personality to identify theories that are in line with their principles, way of life, and perspective in seeing the counselee (Dharsana, 2024).

## METHODS

This research uses a type of literature study or library research. Library study research is carried out by reading, analyzing and recording things related to the problems to be studied. According to (Abadi et al., 2023) library research is a series of studies conducted using library data collection methods, reading and recording and processing research materials.

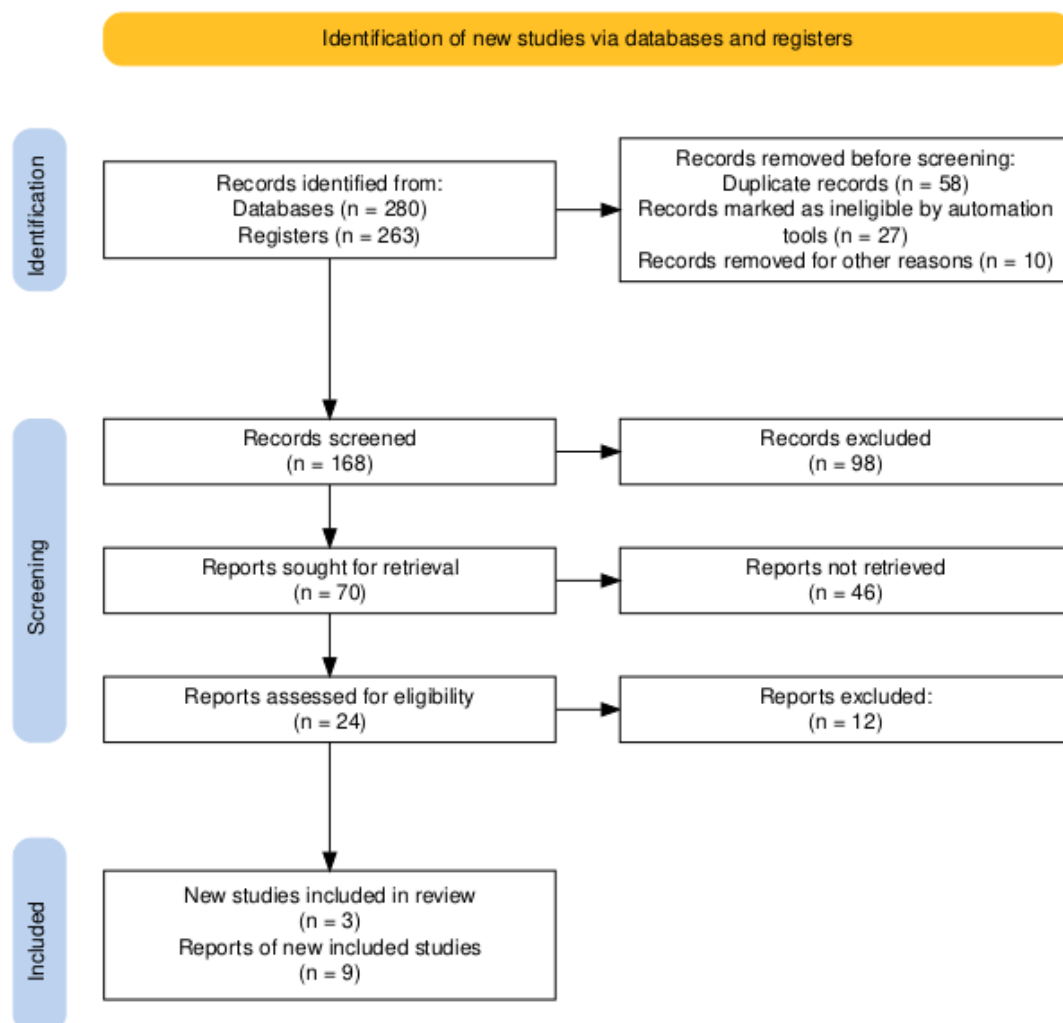
Literature research uses data collection techniques in the form of documenting references which will then be analyzed through books and journals and conclusions drawn (Ardiansyah et al., 2023). According to (Nuha et al., 2023) literature study is part of the technique of collecting data and information through books, literature and notes and various reports related to the problem to be solved. Literature searches were conducted on research sources ranging from google scholar, wiley, science direct. The literature search was also carried out in the 2014-2024 range, but it did not rule out the possibility of searching for older original theoretical sources.

The data collection stage is carried out by preparing equipment, compiling a work bibliography, organizing time and reading and making research notes, while the report preparation stage is carried out by filtering data and analyzing data, compiling research reports and comprehensive examinations (Asyifa et al., 2022). Researchers use the literature study method based on Zed in Azizah & Purwoko (2019) which are carried out in research, including: Determine the general idea of the research topic, Search for information that supports the topic, Affirmation of focus in research, Search and find the required reading materials and classify the reading materials, Reading and making research notes, Review and enrich reading materials and Reclassify reading materials and start writing.

The literature study method was chosen by the researcher with the aim of presenting information and personal arguments related to the norms and values of researchers in using artificial intelligence in conducting research, whether there are violations of the code of ethics and rules in using intelligence that will be supported by scientific data. The data analysis technique used by researchers is content analysis technique. The content analysis technique is how researchers use a set of steps to get valid conclusions with sources from books or documents. Or in another sense, it is a useful tool as a way of obtaining conclusions through the discovery of message characteristics with a factual and regular analysis process (Sabarrudin et al., 2022).

Researchers conducted a search for article sources using the Publish or Perish application with the keywords “Counselor personality”, “personal theory counseling”, “personal counseling”, “kepribadian konselor”, “personal theory counselor”. The article search used Google Scholar, Science Direct and Crossref databases with a total of 280 articles found. Furthermore, the researcher limited the search to a specific year in 2020-2025. Researchers determined the inclusion criteria, namely articles discussing counselor personality, personality theory, counselor's personal theory, selection of counseling theory in counselors, the subject is a counselor with an educational context. While the exclusion criteria are articles with output less than 2020, the subject is a psychology counselor with a psychiatric context or outside of education.

After reducing titles and abstracts according to the exclusion and inclusion criteria, researchers continued to deepen the content of 24 articles. Articles with repetitive titles were found, could not be opened due to close access, were automatically deleted from the system, so only 12 articles were acceptable and became reference material in the article. The following are the steps of researchers using the Preferred Responses Item for Systematic and Meta Analysis (PRISMA) in figure 1.



**Figure 1.** Literature Study Flowchart using PRISMA (Haddaway et al., 2022)

## RESULTS

### **Counselor's Self-Understanding and Personal Philosophy**

The counselor in counseling is someone who will help the counselee to become more optimal and if he is facing problems in his life, he is able to solve in counseling or independently on the same problem. Helping others if not accompanied by sufficient knowledge about the person concerned cannot provide full benefits to the person or can even worsen the condition of the person being helped (Thohir, 2015). Therefore, a counselor should continue to practice to understand themselves first before understanding others.

Self-understanding is related to the philosophy or values embraced by the counselor himself, individual philosophy is related to reason, life, mind, heart and knowledge. According to Hamka in (Rashidin et al., 2023) there are five domains of philosophy of life in humans, namely reason, life, mind, heart and knowledge. The five domains will bring the distinctiveness of each human being which must be different. The philosophy of life must exist and will exist if individuals are able to find their true selves. Understanding the self can be done by finding the needs of the self so as to achieve individual well-being.

The philosophy of reason is how humans relate to their own mind style or carry a style in their mind. The concept of reason is a concept in the school of rationalism, this school being the basic concept in the philosophy of life of the concept of reason. Reason will help individuals in the development and discovery of new ideas while the mind will help individuals decide what is best for them. This also affects the life or actions that arise in individuals.

The style of heart that appears in each individual is also influenced by reason and mind. The heart will bring individuals in their ability to feel, sensitivity, which is good and bad, the heart is also the direction of the ethics and morals shown. For example, a person with good ethics and morals, it can be interpreted that his mind and mind are in line with the ability of his heart which is also good. The alignment of reason, mind and heart will lead to the life that is raised.

The style of knowledge is the result of the choice of reason and mind and the stabilization in the heart of the individual. The knowledge chosen is the suitability of what is desired and liked. Knowledge does not only come from the educational process at school but from the way he records other people, then internalized in himself and produced in individual treatment. Every human being consciously or unconsciously has their own philosophy of life and it differs from individual to individual. With a philosophy of life, individuals will know the direction of their lives, where to take their lives, be comfortable with their lives, know the consequences of the chosen philosophy and characterize their personal character.

In application, it is very important to know self-awareness so that it is not exaggerated. Prospective counselors in their training to become counselors must learn to bring their emotions, thoughts, actions, motives, and intentions into the subconscious. Almost all therapeutic relationships in counseling are cross-cultural, the cultures that both the counselor and the counselee bring will be different and how the counselor can identify and appreciate how cross-cultural variables can affect their perception of the individual's perceptions (Greene, 2019).

Every counselor will have values and principles that will guide him/her in life. The counselor's values and principles will influence how the counselor works with the counselee and bring their value conflicts to the counseling. Counselors must first understand their own values

before providing counseling to learn the values of others. Counselors who have found similarities in their values, principles and beliefs with one of the counseling approaches will find it easier to understand the approach and continue to develop it (Sohail, n.d.).

Personal philosophy of counseling is a counseling approach that is tailored to the character/personality of a counselor. It is important for a counselor to have a personal philosophy of counseling in order to determine an approach that suits his personality and thus the hope that the counselor will be maximized in helping the counselee to solve his problems. There is a short guide that has been researched in guiding prospective counselors to develop a personal counseling theory. This is confirmed by Watts (1993) in his guide which aims for counselors in training to choose a counseling theory and eventually they are able to develop their own personal counseling theory.

## Finding a Counseling Personal Theory

Watts, R. E. (1993). Developing a Personal Theory of Counseling: A Brief Guide for Students

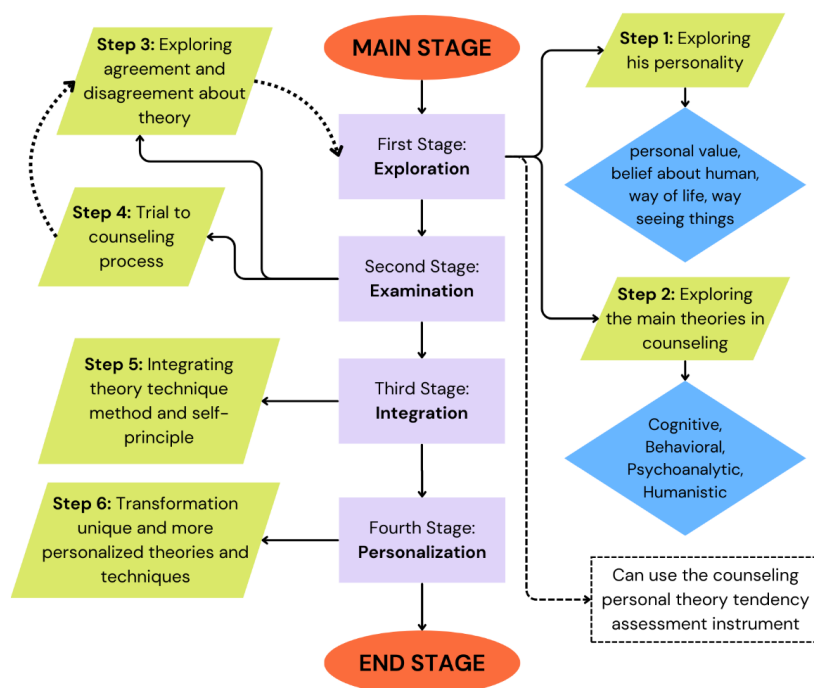


Figure 2. Brief chart of steps in finding a counseling personal theory (Watts, 1993)

There are several steps that a counselor can take to find a personal philosophy of counseling: The first stage is exploration. This stage is divided into 2 steps, namely the first is the prospective counselor will explore his personal values and beliefs about humans, ways of life, ways of seeing things. The second step is to explore the main theories in counseling namely Cognitive, Behavioral, Psychoanalytic, Humanistic. Then the prospective counselor can settle on one theory that is most similar to his/her personal values and beliefs.

The second stage is examination, which is divided into two steps. Among them, the third step is to explore specifically the agreements and disagreements in the theory, if there are many disagreements in it, then you can return to the first step. The fourth step is to examine the extent to which the theory works with you in helping the counselee. At first there will be a mismatch in

providing counseling sessions or perhaps the inefficacy of your chosen counseling theory. Then it can be back to step three or possibly back to step one again.

The third stage is integration. At this stage, prospective counselors have explored one theory and carried out various best practices from the chosen theory. Furthermore, counselors can integrate two aspects, namely aspects of techniques, strategies, methods and theoretical constructions. To integrate these two aspects, prospective counselors need to be consistent both philosophically and theoretically so as not to make theories, techniques and principles of self mixed up.

The fourth stage as well as the sixth step is personalization. This step is a personal transformation showing unique and more personalized theories and techniques that produce natural results. Furthermore, prospective counselors are obliged to develop and actualize themselves and their personal counseling theory towards the refinement and clarity of their theory.

In relation to the personal philosophy adopted by the counselor, the counselor is encouraged to conduct an internal inventory of personal values and beliefs that he believes in the context of his life principles. The counselor's self-awareness must be continuously improved and developed so that the counselor himself knows his own values (Fall et al., 2004). In line with Gibson's opinion in (Prosek & Hurt, 2014) that advanced counselor training will have more personal attributes in its implementation and the importance of integrating the personal self to demonstrate comprehensive counselor professionalism.

According to Corsini and Wedding in (Sommers-Flanagan & Sommers-Flanagan, 2015) state that if you go into the field of counseling and psychotherapy, the best theories and methodologies to use should be your own! You will not be successful or happy if you use methods that do not fit your own personality. Truly successful counselors will adopt or develop theories and methodologies that fit their personality.

### **Understanding Behavioristic Theory**

Behavioristic theory stands on the concepts of Pavlov and Skinner with their two works of classical conditioning and operant conditioning on human behavior. Research on behaviorism also coincides with research on observational learning which provides a background for the development of behavioristic techniques such as the principles of reinforcement, elimination, behavior shaping, modeling that can be applied to help counselees and used by a counselor (Sharf, 2012).

Counselors with behaviorism views that all behaviors are shown because of the causes that shape these behaviors, namely the environment. The environment in which he lives, his family, social-community, friendships. Behaviorism and behavioristic counseling emerged from scientific efforts to describe, explain, predict and control observable animal and human behavior (Sommers-Flanagan & Sommers-Flanagan, 2015). Behaviorism was also born due to an unscientific reaction to the psychoanalytic approach.

Reflecting on the figures of behaviorism in the world of psychology and counseling, they always prioritize observing behavior. Human behavior will be upheld in relation to adaptive behavior. The maladaptive behavior shown is the result or consequence of learning with the environment. According to Mukminan in (Rahmah & Aly, 2023) It is stated that the flow of



behaviorism views humans as passive organisms that are controlled by stimulus stimuli in the environment and basically humans can be manipulated, their behavior can be modified by controlling stimuli in the environment. Behavioristic learning theory considers that success in learning is a manifestation of successful changes in behavior and experience. A counselor with behaviorism will agree with the following behavioristic theorists:

#### Thorndike's Theory

According to Thorndike, learning is the formation of associations between events called stimulus (S) and response (R). Stimulus is a change from the external environment that becomes a sign to activate the organism to act or do, while the response is the behavior that is raised because of the stimulus (Afriana et al., 2022). In the S-R theory, it is said that in the learning process, the first time organisms (animals, people) learn by trial-and-error learning, or what he calls selecting and connecting. There are three laws in Thorndike's theory, including: The first, the Law of Readiness, in which individuals have readiness to form behavior. In this law, the readiness aspect is an important condition in learning. If the individual is ready to perform the behavior, it will get satisfaction and if not ready, the individual will be disappointed.

Second, law of exercise, namely the relationship between stimulus and response will be strong if there are repeated activities through training exercises. And third, law of effect, namely the relationship between stimulus and response will be strengthened if there is satisfaction, so the higher the level of satisfaction, the stronger the stimulus and response relationship.

#### Pavlov's theory

Classical Conditioning is a process discovered by Pavlov through his experiments on dogs, in which the original and neutral stimulus is paired with a conditional stimulus repeatedly so as to elicit the desired response. In Pavlov's theory he experimented on dogs. He paired the sound of a bell with food as a stimulus. When food alone is given, the dog responds by salivating, when both (food and bell) are given it will train the dog to respond the same, so that if the bell is rung it produces the same response. Salivation as a response, food as an unconditioned/learned stimulus and the bell being rung as a learned/taught stimulus. There are several elements in Pavlov's experiments and theories, namely: first, unconditional stimulus, which is a condition where the stimulus used is natural, natural, can cause a response. Second, conditional stimulus, which is a condition where the stimulus given does not cause a response and or stimulus that will be taught to cause the desired response. Third, unconditional response, which is a response that is generated naturally and naturally because it gets an unconditional stimulus. Forth, conditional response, which is an unnatural response that is generated from a conditional stimulus as a desired condition (Sari, 2021).

#### BF Skinner Theory

Operant conditioning theory emphasizes the importance of stimulation, so that what students learn will continue to be done in the present and future. In Operant Conditioning theory emphasizes that in the teaching and learning process it is very important to apply Reinforcement (Gifts, praise, positive attitudes, gifts, etc.), giving punishment (Punishment) for children who commit violations and shaping the character of students.

In this theory, the counselor is required to determine the stimuli or causes of behavior whose impact is desired or the formation of new behavior. Counselors can conduct assessments starting from the environment and the ability of the counselee to change. The counselor must also provide results and evaluate how developed the application of the formed behavior is (Sipayung & Sihotang, 2022).

#### Albert Bandura's Theory

Social learning theory initiated by Albert Bandura describes how behavior is learned and changed through special attention to observational learning. In this theory, Bandura not only sees stimulus and response, but also uses a cognitive point of view in interpreting experiences which are then manifested in the form of behavior. In the process of social learning according to Bandura, there are 4 basics that must be done, including: First, attention, stimulus stimulus from the environment must be noticed or given attention so that the desired response appears. Is a stage of direct observation of the stimulus. Second, retention is done after observation of behavior that is then imitated and stored in memory and released when needed. Third, reproduction of motion, after making observations and the process of storing information, there is a production of motion when needed according to the results of their observations. So the motor ability of the individual is influential to be able to allow imitation of behavior in whole or in part. And Forth, Reinforcement and Motivation, means that after motion production is carried out, there must be reinforcement and motivation for behavior change so that the behavior can be attached and habituated (Sari, 2021).

#### JB Watson Theory

According to Desmita in (Tauhid, 2020) Behaviorism is a school in understanding human behavior developed by JB. Watson (1878-1958), an American psychologist, as a reaction to psychodynamic theory. The behavioristic perspective focuses on the role of learning and explaining human behavior. The basic assumption about behavior according to this theory is that behavior is completely determined by predictable and controlled rules. Behavior is controlled by irrational forces. It is based on the result of environmental influences that shape and manipulate behavior.

Counselors according to JB Watson's theory must be sensitive to the behavior shown by the counselee in the form of observable and measurable behavior. The counselor will override the aspect of mental changes in the counselee during the process of learning new behaviors. So, although he recognizes mental changes in a person during the learning process, he considers this factor as something that does not need to be taken into account because it cannot be observed. Watson is a pure behaviorist, because his study of learning is aligned with other sciences such as Physics or Biology which are very oriented to empirical experience, namely the extent to which it can be observed and measured.

Understanding of the theory by the counselor is interpreted as an effort to achieve goals according to the paradigm of the chosen theory, in this case, behavioristic theory. The counselor can use the characteristics of this behavioristic approach and use his creative way to achieve the goals that have been determined by behaviorism, this means that the systematic ideas or creative ways that the counselor does are part of the personality of the theory. (Shoben, 1962). The

techniques used by the counselor can be new and attached to the personal values embraced because the personality values brought by the counselor are the basis for execution in the counseling process while still based on behavioristic theory.

### **Understanding Behavioristic Techniques**

The counselor's understanding of behavioristic theory must also be supported by techniques in the behavioristic approach. The counselor can understand one of the techniques that best describes him in the implementation later on individual and group counseling. Behavior counseling techniques consist of two types, namely increasing and decreasing problematic behavior. Among them are as follows:

#### **Behavior Improvement Techniques**

- a. Positive Reinforcement Technique, is the provision of pleasant reinforcement after the desired behavior has appeared and become a habit, increased and settled in the future. Reinforcement is done by giving positive or preferred behavior.
- b. Negative Reinforcement Technique, is the provision of unpleasant reinforcement so that the desired behavior can appear and not be repeated.
- c. Token Economy, is a strategy of providing indirect reinforcement through rewards that can be exchanged at a later date for something desired.
- d. Shaping is done systematically and directly every time a behavior is displayed. This technique is commonly applied to autistic children who are deficient in motor, verbal, emotional and social behavior. But it can also be applied to early childhood with simple behavior shaping such as sweeping, buttoning clothes, arranging clothes and so on.
- e. Behavior Contracting, is done with a behavior change strategy by regulating individual conditions based on a contract between the counselor and the counselee. The requirements for a good contract are clarity about the objectives of both parties, clarity of the level of occurrence of behavior and its rewards, clarity of the monitoring system, clarity of sanctions and written provisions and a bonus system if the contract is long-term.
- f. Modeling technique, based on Bandura's social learning principles. This technique can be used to form new behaviors in counselees, and strengthen behaviors that have already been formed. In this case the counselor shows the counselee the behavior of the model, can use audio models, physical models, living models or others that are observed and understood the type of behavior to be emulated (Direktorat Guru dan Tenaga Kependidikan Pendidikan Dasar, 2021).

#### **Behavior Reduction Techniques**

- a. Extinction is a behavior change strategy by stopping the reinforcement on the behavior that was previously reinforced.
- b. Time-out, is a behavior change strategy by removing an individual's opportunity for positive reinforcement. This technique can be used in the classroom, for students who behave in an undesirable way need to be isolated or removed from other students for a certain and limited time.
- c. Flooding, is a behavior modification technique by flooding the counselee with conditions or causes of anxiety or unwanted behavior until the counselee realizes that something to worry

about is not happening. This technique is based on Skinner's principles and is suitable for treating phobia cases.

- d. Satiation, is a way to change individual behavior by making the counselee saturated with a behavior, so that they are not willing to do it again.
- e. Punishment, is an operant conditioning intervention to reduce unwanted behavior.
- f. Aversion therapy is used to relieve/eliminate specific behavioral disorders that involve associating symptomatic behavior with a painful stimulus so that the unwanted behavior is inhibited.

Systematic Desensitization, is a technique that focuses on helping to calm the counselee from the tension experienced by teaching the counselee to relax. The buyer will be trained to stay relaxed when facing the stimulus that is worrying so that it gradually disappears from his anxiety (Direktorat Guru dan Tenaga Kependidikan Pendidikan Dasar, 2021)

## DISCUSSION

### **Identity Development of Personal Counseling Theory: Four Major Approaches to Counseling (Cognitive, Behavioral, Psychoanalytic, Humanistic)**

Effectiveness during the counseling process for counselors is influenced by understanding of oneself, personality qualities, competence, psychological health, trustworthiness, honesty, having strong resilience, warmth of an active listener, meaningful patience, sensitivity, freedom, holistic awareness and wisdom towards the counselee (Haolah et al., 2018). Identity development for counselors is important because they continue to face all the challenges of the times that are increasingly advanced and unpredictable. Human development is accelerating, not a few of them have difficulty in facing challenges and obstacles that require professional assistance from counselors. Counselors are faced with various approaches and theories that explain human behavior and techniques that can assist counsees in alleviating problems or developing their potential.

As professional experience and understanding grows, it is not enough for counselors to rely on existing theories. Counselors are obliged to develop their own personal counseling theory identity. Personal counseling theory is believed to be a framework that is unique, consistent and in accordance with their values, beliefs, principles, and experiences. One of them is through counselor education in developing their professionalism (Marjo & Sodiq, 2022). The identity of personal counseling theory is useful for counselors in giving direction and structure to the counseling process, reflecting the integration between counseling knowledge and their professional identity, working consistently, ethically and effectively and an evaluation system that allows counselors to develop professionally.

Identity development of personal counseling theory can also avoid counselors mixing different theories and techniques that confuse counsees in the counseling process. In addition, the counselor will always carry his cultural values, so that with this identity development the counselor is able to readjust cultural values according to where he works later. This also has an impact on self-confidence and professional development as well as accountability for interventions both to counsees, peers and in counseling supervision. Counselors who are competent and have

the desire to develop and always keep up with the times are able to display their full figure in their performance optimally and with quality (Malik & Kurniawan, 2015).

Higher counselor education such as professional education or master of guidance and counseling can design modules for selecting and personalizing counseling approaches based on personality tendencies, values and principles. Therefore, the development of counseling personal theory identity needs to be done continuously as long as counselors work professionally, so that they can be more focused, efficient, consistent and empathetic to their counselees. In a study conducted by Finch et al. (1993) entitled *Selecting a Theory of Counseling: Personal and Professional Congruency for Counseling Students* produced a method of determining the study of major counseling theories namely client-center, behavior, psychoanalytic and humanistic approaches. The study also describes teaching procedures to facilitate the process of students finding congruent theoretical orientations in counseling. The four major approaches were chosen because they constitute the main umbrella in studying derivatives or even collaborations between these approaches.

Among them is the psychoanalytic approach, which has a grand-theory that the things that the counselee shows are from the subconscious, the role of id and ego is very large in behavior. There is a rational / cognitive approach, in this approach the counselor will carry out counseling related to thinking, thinking will take precedence over feelings. The grand-theory of cognitive counseling is the assumption that problems are caused by cognitive distortions for example in terms of thinking errors or misinterpretations. In cognitive counseling will be studied for cognitive restructuring which is the process of identifying and replacing unhealthy thoughts and problems into healthy ones.

In the humanistic or counselee-centered approach, the counselor has full responsibility for implementing non-directive counseling on the counselee. There are no specific rules about counseling strategies. Humans are motivated to improve their ideal-self, actualize, care for and strengthen themselves. Individuals have a lot of potential, if he functions all his potential then his ideal-self will be achieved. Behavior can be observed from an outsider's perspective. Actualization is the basic motivational drive and is always in operation. The judgment of the organism is a continuous assessment of experience.

In the behavioristic approach, the counselor is required to be sensitive in seeing adaptive and maladaptive behavior in the counselee because the grand-theory in this approach is that all the behaviors shown by the counselee are the result of learning in the surrounding environment, family, social, community, cultural environment will shape individual behavior. For behaviorists, all behavior can be learned, observed, measured, shaped, manipulated. Even the most complex human behavior can be explained, controlled and modified (Fall et al., 2004).

**Table 1. Assessment of Counseling Approach Theory**

<b>Theory Study Guide</b>	
<b>Answer</b>	<b>No</b>
<b>A/D</b>	<b>Statement</b>
<b>(Agree/ Disagree)</b>	
1	Interpretation by the therapist is crucial to therapy.

- 2 A goal of therapy is to maintain a balance between instincts and societal norms.
- 3 Tension comes from personal wants and needs conflicting with environmental demands.
- 4 Feelings precede thinking.
- 5 The ultimate test of worth is "does it work?"
- 6 What we feel is dependent on what we think
- 7 Therapy should be a reeducation process to help clients change their irrational ideas.
- 8 Assigning homework is an important aspect of therapy.
- 9 People's perceptions of events is what causes problems.
- 10 Growth occurs when people understand themselves better.
- 11 The function of the therapist is to teach and persuade.
- 12 The purpose of therapy is to bring unconscious feelings into the conscious.
- 13 People come into the world feeling inferior.
- 14 Counselors should be able to disclose their own authentic feelings.
- 15 What a person does is the focus of therapy.
- 16 People are conditioned to be the way they are.
- 17 Thinking precedes feeling.
- 18 The relationship between therapist and client is not important.
- 19 People must change their self-concept to have a change in their behavior or feelings.
- 20 A faulty life style is what causes our problems.
- 21 Problems arise from people's failure to adjust to their environment.
- 22 All behavior is purposeful
- 23 The therapist needs to totally accept the client.
- 24 Each person is the center of a continually changing world of experience.
- 25 Environmental reinforcement shapes the potential dictated by heredity.
- 26 The goal of therapy is to teach proper thinking.
- 27 Clients must see the connection between thinking, feeling, and their behavior.
- 28 Change internal dialogue, change behavior.
- 29 Clients maintain their disturbances by their thinking.
- 30 People cannot be isolated from society.
- 31 The major emphasis in therapy must be on what is happening right now.
- 32 People are always doomed to be in conflict.
- 33 The goal of therapy is to be that self which one truly is.
- 34 One can look at a specific piece of human behavior and understand it without considering the total person.
- 35 Goal setting by the client is an important part of therapy.
- 36 Attitudes are learned.

- 37 The therapist's role is to help a client gain insight and then change behavior.
- 38 All behavior is learned.
- 39 People are always striving for balance.
- 40 Reflecting feelings is more important than interpreting them.
- 41 An individual can be viewed as a set of observable behaviors.
- 42 People have the ability to think in a rational manner when taught.
- 43 There are no shoulds, haves, and musts.
- 44 Exaggerated goals of superiority can cause problems.
- 45 Defense mechanisms are unconscious and are used to keep threatening impulses away from us.
- 46 Lack of awareness is a basic cause of maladaptivity.
- 47 Learning is by imitation.
- 48 Early experiences provide bases for forming negative concepts about self, future, and the external world.
- 49 People need to feel a sense of completion or closure.
- 50 A person is free to make choices.

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Figure 1. (Finch et al., 1993) Assessment Questionnaire of Counseling Approach Theory

Then each table representing Psychoanalysis, Client-Centered, Behavior and Rational/Cognitive is filled in according to the statement that has been written whether A or D (Agree or Disagree). Furthermore, participants can reinforce the theory adopted to help them in their practice experience using the approach and one of these techniques. According to Young in (Finch et al., 1993) a theoretical foundation with personal beliefs or philosophies about people will provide a strong focus and direction for the novice counselor. From this foundation, techniques and strategies emerge according to the creativity of the counselor and will be more diverse can be selected and synthesized into a systematic and pragmatic therapeutic product. What the counselor believes about the individual and the source of the problem, may influence how they will approach therapy to suit the needs of the counselee.

### **Practical Experience Selected Counseling Theories and Techniques**

After knowing the dominance of the known theories of counseling approaches, novice counselors can practice with their peers and colleagues or with actual counselees in the field. This experiential practice must be done by the counselor in order to know whether the theories and techniques chosen are in line with his beliefs or personal philosophy or not. Experiential practice can be done several times in different counselee settings, backgrounds, problem contexts.

Experiential practice is the initial stage of applying theoretically understood technical theories to direct field settings. Counselors can practice their experience on counselees who need comprehensive counseling assistance. Counselors can also join organizations or counseling service institutions to become an assistant counselor in counseling services directly in the field so that they are expected to be able to independently carry out counseling practices.

## **Integration between Personal Philosophy and Understanding of Theory**

At the time of the process of integrating personal philosophy with the understanding of the theory of counseling techniques that are felt to have met the word "fit", the counselor can proceed to the next stage, namely field practice, practice can be carried out on each person, friends, colleagues, family as practice only. In this practical experience, the counselor will experience the anxiety that occurs such as the discrepancy between theory and reality in the field or what is right and wrong in the process of implementing counseling. The integration between personal philosophy and the choice of counseling theory approach will bring comfort to the counselor applying in counseling sessions.

Anxiety that occurs in practice in the field must be faced and continued to be faced and then the counseling process evaluation and outcome evaluation can be carried out. After several counseling practices with a choice of approaches and techniques, counselors can continue to refine, expand and explain personal values in the counseling process (Fall et al., 2004). The process of internalizing the counselor's personal values and principles with an understanding of one of the approaches will have an impact on the counselor's thinking resources, avoid harming the counselee, show humility, professionalism, respect for the counselee's views, cultural sensitivity, provide the best benefit for the counselee (Sommers-Flanagan & Sommers-Flanagan, 2015).

## **Personalization of Selected Technical Theories**

Personalization is the last step in relation to finding the counselor's personal theory. The counselor will always develop the most mastered theories and techniques so that their application in counseling sessions can be shorter, dynamic, efficient but still effective while still and always learning and exploring the chosen theories and techniques (Watts, 2000). Counselors can even refine them in line with their personal philosophies. According to (Rofiq, 2017) a skilled counselor is someone who can develop a congruence or authentic style in dealing with counselees, the style will reflect the counselor's own qualities and experiences.

The next stage of personalization is to continue to learn and learn to deepen the mastery of the chosen theories and techniques. This is also a manifestation of increasing the professionalism of the counselor profession itself. Many efforts can be made in addition to self-study through other formal activities such as upgrading, workshops, seminars or any scientific activities (Alawiyah et al., 2020). The performance of a counselor will be assessed from the integrity of competence, mastery of concepts, appreciation, embodiment of values, personal appearance that is helpful and professional performance that can be trusted (Amin, 2017).

## **CONCLUSION**

This finding highlights the development of the counselor's personal theoretical identity and its steps. The steps in developing a personal theoretical identity start from deepening various theories and techniques, conducting trial and error on the possibility of the selected theory, integration and finally personalization. The development of this identity has implications for the development of professionalism because counselors have the necessity to actualize themselves and keep up with the rapid development of times and people. One way to choose the umbrella of



counseling theory is through the counseling approach theory assessment instrument. Based on the above research, future researchers are expected to support research data with empirical data from the field. The assessment of the theory of counseling approaches can be carried out again to find the validity and reliability of research so that it can be applied to counselor settings in Indonesia due to the language limitations used by previous research is English. Future researchers can answer the accuracy of the counseling approach theory assessment questionnaire above with actual data because the desired result is the success of novice or lay counselors to be directed to the right approach theory and in accordance with their personal philosophy.

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