

APPENDIX A

Consultation Team Agreements

Dialectical Agreement

- Accept a dialectical philosophy
- Polarities and strong opinions are natural and not undesirable
- Search for synthesis rather than truth when polarities arise

Consultation-to-the-Client Agreement

- Help clients interact effectively with other therapists, instead of telling therapists how to interact with clients
- When a therapist behaves fallibly (within reason), we help the client cope rather than try to reform the therapist

Consistency Agreement

- Consistency between therapists is not necessary as long as therapists are functioning within the structure of DBT
- Therapists do not have to have the same rules

Observing-Limits Agreement

- Therapists need to be aware of and observe their own limits both with clients and with team members
- Limits can evolve
- Not every therapist will have the same limits
- A non-judgmental stance is most effective when interacting with someone whose limits differ from yours

Phenomenological Empathy Agreement

- All therapists must search for non-pejorative, empathic explanations for client and team member behavior
- When a therapist cannot find a non-pejorative, empathic explanation due to emotion mind, team members take a non-pejorative, empathic stance about the therapist's upset AND find a non-pejorative, empathic explanation for the client's behavior

Fallibility Agreement

- All therapists will fail on multiple occasions despite their best efforts
- When failure occurs, problem solving must be balanced with validation of inherent wisdom
- Therapists inevitably will violate all the other therapist agreements just discussed

Antiracism Agreement

- Therapists must be aware of and agree that when the problem faced by a client is an intransigent, high-power environment, as is always the case when the problem is racism, to actively seek out ways to support the client through antiracist advocacy
- Therapists agree to take a dialectical stance by ensuring that consultation to the environment is done in tandem with consultation to the client, so that environmental intervention does not fragilize or disempower the client
- Therapists agree to provide functional validation (i.e., responding with action) to racially marginalized clients by using our own resources of privilege and power to change racial inequities