

### Transcript 1

THERAPIST: If you were going to come up with an image or a word that captures positive change, what might that be.

CLIENT: I see change as a spiral with lots of different people coming in and out of contact with the spiral over time.

THERAPIST: Where are you in relation to the spiral?

CLIENT: Sometimes I'm in the centre, and sometimes I'm part of the spiral.

THERAPIST: Explain to me what is happening when you are in the middle versus part of the spiral.

CLIENT: When I'm in the middle I'm listening to family and community members, learning from their stories and conversations. When I'm part of the spiral with them, I'm seeking direction from them in a more specific way.

THERAPIST: How might that image of the spiral inform our work together?

CLIENT: I think you are sometimes sitting with me in the middle of the spiral. We are talking to each other, but everyone else is there too. I'm listening to them, and to you, at the same time.

THERAPIST: So, how would you like to approach this challenge we have been talking about, drawing on this image of the spiral?

CLIENT: For me it is important that where we end up is not just about me, or about our conversations, but about my family and community. What they think and what they need is important to how I position my choices.

CLIENT: This means I can't necessarily predict where this will take us, because it is not just up to me.

### Transcript 2

THERAPIST: Let me provide a brief summary of where I think we are at in our conversation. You are finding it challenging to navigate both school and work. You'd like to figure out a way to have more time for your family and friends.

CLIENT: Yes, I want to be part of their everyday lives. I feel like I'm missing out on too many things.

THERAPIST: As we think about next steps, would it be helpful to look at the short and long-term costs and benefits of sticking with both school and work?

CLIENT: What do you mean?

THERAPIST: Well, sometimes it is helpful to look five years down the road to get a sense of what choices you might like to make in the here-and-now.

CLIENT: But I don't know what life will be like five years from now. This problem is happening now, and I want to go to my nephew's birthday this weekend and play ball with the guys on Monday.

THERAPIST: Ah. What approach do you usually take to resolving difficult situations you face?

CLIENT: I listen to what my gut is telling me. I wake up in the morning, and I think about what I want that day to be like. At the end of the day, if it was better than yesterday, I am happy. Then I wake up tomorrow and do my best with that day.

THERAPIST: So, when you woke up this morning, what did your gut tell you about today?

CLIENT: I thought it would be a good day, because I would see you, and we would figure out which thing has to go, school or work. Then I would look back at the end of the day and feel freer.

### **Transcript 3**

THERAPIST: I have been listening to you talk about how important it is for you to take things as they come rather than to assert your perspectives or to get caught up in controlling the situation.

CLIENT: Yeah. I like to sit back and just watch what is going on in the world around me. I feel most at home in nature where things are more balanced and life just ebbs and flows.

THERAPIST: When you think about how you might navigate this conflict at work, what might you carry forward from your observations of the natural world?

CLIENT: I have been watching these baby foxes for the last few weeks. They only have a few more months to stay close to the den. I noticed that the mother fox is leaving them alone for longer periods of time. One of them is really curious, will try anything once, and is constantly getting into trouble. Its sibling is more cautious, staying closer to the den, but it is getting bolder every day.

CLIENT: The department head is on me about being too patient with the new recruits and not holding them accountable. But they can't really do any harm at this point. I just think if I let them find their own way, they will each be better for it.

THERAPIST: Is there a short phrase that you might use to sum up this philosophy?

CLIENT: Maybe something like, "Just let it be."

THERAPIST: And how might we approach our work together in a way that honours that “just let it be” philosophy?

CLIENT: Well, it doesn't mean do nothing. It just means be measured and patient. Let things unfold, observe them, think about them, and then figure out how to fit into that picture.

THERAPIST: So you don't have a sense of urgency about making dramatic changes, instead you want to see how this situation evolves over time. We can revisit what your role as supervisor might look like as other changes or influences emerge, both from the recruits and from your department head.