

# Hard Feelings Counsellor Expression of Interest

Thank you for your interest in Hard Feelings. We're so thrilled you're interested in working with our Community of Practice and joining our mission to bring innovation to the mental health sector that reduces barriers and increases access to stronger mental health.

We receive a high number of requests to join our Community of Practice. To streamline the recruitment process and save time for both applicants and our organization, we ask you to complete the following questionnaire. It helps us decide whether we'll be a good match for you, and vice versa.

To be considered to join the Hard Feelings Community of Practice, a candidate must:

- Hold a minimum of a graduate-level degree in a relevant discipline;
- Be registered with their professional college in Ontario;
- Have at least 400 hours of supervised clinical practice;
- Be licensed to practice the controlled act of psychotherapy in Ontario; and
- Carry private liability insurance.
- Have a minimum 2 years experience in the mental health sector working directly with clients
- Have experience in a private practice psychotherapy setting (an asset)

Counsellors are required to provide copies of their registration with their professional college (OCSWSSW, CRPO) and private liability insurance.

- Counsellors are independent practitioners and not employees of Hard Feelings.
- Counsellors pay a monthly practice fee of \$350 to Hard Feelings
- Counsellors are the Health Information Custodians (HIC) for their clients and are responsible for their own practice management, including scheduling, booking and billing.

If you have any further questions, email Elise Meertens at [elise@hardfeelings.org](mailto:elise@hardfeelings.org)

**\*\* NOTE:** *To avoid dual relationships in our community of practice, we do not accept applications from former clients/counsellors of current and/or returning counsellors. Returning counsellors could include counsellors on leave, or those who have expressed an intention to return at a later time. If you have questions about this or whether this applies to you, please reach out to Elise Meertens at [elise@hardfeelings.org](mailto:elise@hardfeelings.org). If you disclose being a previous client/counsellor, we will aim to maintain confidentiality and respect for your privacy. \*\**

There are three (3) sections to this application. Please complete them with as much detail as possible.

## SECTION ONE: ALL ABOUT YOU

1. Your full name and pronouns:
2. Your email address (if you have an alternative practice email, please provide that too):
3. Your phone number:
4. What are your formal qualifications and professional trainings? Please include the institution, year you graduated and any additional relevant certifications.
5. Which professional registrations do you hold and what level of membership do you hold? (i.e., CRPO, CPO, OCSWSSW, etc.)
6. Hard Feelings requires our counsellors to have completed a minimum of 400 hours of supervised clinical counselling. This could be part of your clinical training or beyond. Do you meet this requirement?
7. How many clinical counselling hours have you completed in the past two (2) years?
8. Please describe how you currently engage in ongoing supervision and peer consultation.
9. How long have you been practicing as a counsellor?
10. Have you worked in private practice before? If yes, please describe when and any other relevant details.
11. Why do you want to work with Hard Feelings?
12. **Optional:** Hard Feelings Mental Health is committed to the values and actionable practices of Diversity, Equity, Inclusion and Accessibility. If you are comfortable, you are invited to share your intersecting identities here.

### PRACTICE/TIME COMMITMENTS

1. Since all counsellors are currently practicing fully online, counsellor availability is flexible and up to the individual counsellor. We ask counsellors to commit to a minimum of four (4) client sessions per week and to commit to being part of our Community of Practice for a minimum of one (1) year. Are you able to commit to these requirements?
2. We have an in-person counselling office at our new Hard Feelings location at 353 Church Street in Downtown Toronto and at 248 Ossington Ave (in West

Neighbourhood House). Are you open to in-person practice? If so, please indicate your availability and preferred number of hours per week.

## SECTION TWO: THERAPEUTIC APPROACH, COHORT AND COMPETENCIES

1. What is your therapeutic stance/practice approach?
2. Please describe your scope of practice as you would explain it to a client seeking your services.
3. Do you have any specialty areas or client populations you prefer to work with?
4. In your own words, what is intersectionality and how does it relate to counselling?

### ALIGNMENT WITH OUR VALUES

At Hard Feelings, the values of our Community of Practice include non-defensiveness, anti-oppression, and trauma-informed practice.

Non-defensiveness means being open to learning; being open to receiving feedback from clients, peers and supervisors; being reflective about yourself and your practices and assumptions; participating in group supervision and group learning; being willing to understand different points of view or psychological theories; and challenging the traditional, commonly-held beliefs about counselling and psychology norms, especially in relation to race, culture, gender, sexuality, neurodiversity and body liberation.

- Please tell us if/how you practice self-reflection and non-defensiveness in your work, and how you manage receiving feedback? Please give an example.

Another of our Community of Practice values is anti-oppressive and trauma-informed practice. In addition to having open conversations, we aim to examine our biases and privileges; create a space that is as safe as possible for clients from varied experiences, backgrounds and intersections; consider the ongoing impacts of colonisation and imperialism in the mental health space; and are committed to ongoing learning about the harms caused by traditional therapy approaches.

- Please tell us if/how you practice in trauma-informed and anti-oppressive ways in your work, and how you ensure you are continually learning about these approaches? Please give an example.

Please note that we understand this is an ongoing learning process for all of us, and don't expect counsellors to know about ALL the following subjects. However, special

training or experience in some of the following areas is highly valued, and a willingness to continue to learn about these things is necessary.

Have you completed training or self-directed learning in relation to the following? Please provide details.

- Anti-racism, cultural competency/humility
- Anti-homophobia, 2SLGBTQIA+ experiences, anti-transphobia, gender identity/expression
- Anti-ableism, physical and mental disability justice
- Anti-fatphobia, body liberation, and accessibility for diverse bodies
- Sex work, sex workers

## **OTHER TRAINING**

1. Have you completed formal training to understand your mandatory reporting and documentation requirements, and do you feel comfortable determining a need to report or making mandatory reports (e.g., Child Protection, etc.)? If yes, please give brief details.
2. Have you completed formal training to understand intimate partner violence and family violence, and do you feel confident you can recognize and respond to disclosed violence? If yes, please give brief details.
3. Have you completed formal training to understand suicide prevention, and do you feel confident you can recognize and respond to suicidal risk? If yes, please give brief details.
4. Is there anything else you would like us to know about your experience/practice?

## **SECTION THREE: ADMINISTRATION, MARKETING AND PRIVATE PRACTICE**

### **MARKETING AND PROMOTION**

Part of the non-clinical work in any private practice is marketing and promotion. While Hard Feelings attracts client referrals via our website, counsellors should also spend time on marketing and community engagement activities to build referral pathways and community awareness.

- Do you feel comfortable promoting and marketing your practice?

Another important part of the Hard Feelings marketing approach is social media and online directory profiles. You are not expected to run your own social media page, but

from time to time we feature our counsellors on our social channels to maximize referral pathways.

- Are you comfortable with this?

## **TECHNOLOGY**

Given how much remote work we do, the Hard Feelings team uses several online tools such as Slack, Email, Dropbox, Google Drive/Forms, Airtable, and Zoom to communicate with each other, access documents and complete reporting.

- Are you comfortable and confident using online communication services, and if not, are you willing to learn with self-directed learning such as video tutorials, etc.?

## **PEER SUPPORT**

Another important part of our model is the peer support we receive through connecting with others in our Community of Practice. It's important that anyone joining Hard Feelings as a counsellor understands that this is a symbiotic relationship - we gain support and give support within our community, which in turn makes us all better therapists. It is required that all counsellors attend two (2) mandatory trainings per year, but we strongly encourage you to attend as many as you can.

- Are you able to commit to a monthly training on the last Thursday of each month from 6:00pm – 8:00pm? (Does not include July, August, or December and is subject to adjust date/time)
- Are you willing to network and share resources within the community of practice to promote social engagement, referral supports, and community atmosphere?

We also have monthly peer consultation “pods” for 1.5 hours during the third week of each month. Upon onboarding into the practice, you will choose which established pod time and date works best for you. We expect counsellors to prepare practice questions and case consultations for discussion so we can engage fully in the peer consultation environment.

- Are you able to commit to monthly peer consultation?

**Thank you for taking the time to complete this application. Please email this completed application to Elise Meertens, Clinical Manager [elise@hardfeelings.org](mailto:elise@hardfeelings.org) along with a copy of your resume.**