

Name:
Enrolment No:



UNIVERSITY OF PETROLEUM & ENERGY STUDIES
End Semester Examination (Online) – July, 2020

Program: MBA Core - HR
Subject/Course: Counselling Skills for Managers
Course Code: HRES 7010

Semester : II
Max. Marks: 100
Duration : 3 Hours

IMPORTANT INSTRUCTIONS

1. The student must write his/her name and enrolment no. in the space designated above.
2. The questions have to be answered in this MS Word document.
3. After attempting the questions in this document, the student has to upload this MS Word document on Blackboard.
4. Attempt Any 5 Questions

		Marks	COs
Q.1	<p>You have joined as an intern in a Counselling firm, which is headed by a Senior and experienced Counselor. He asks you to prepare a document on the key ethical principles guiding the new Counselling Professionals joining the organization. He also asks you to give small scenarios explaining each ethical principle in detail.</p> <p>What would be the key principles you would highlight in the document? Explain in detail with one scenario for each principle.</p>	20	CO2
Q.2	<p>Examine the following statements closely:</p> <ol style="list-style-type: none">1. “The world will end soon”2. “People from the North are always biased against those from South.”3. “All team failures are because of me.” <p>Analyze the statements from the perspective of Cognitive distortions.</p> <p>What are the other Cognitive distortions, which you know apart from the above three? Explain in detail with examples.</p> <p>What would be your response as a Counsellor to each of these statements if you were hearing these from a Client?</p>	20	CO3

<p>Q.3</p>	<p>“A Counsellor jumped onto a Solution and Interpreted his findings in the third session itself to a Client. The result was that the Client was left confused. The Client felt that he was not heard appropriately and he still had a lot to tell. The Client, thought of even leaving the session mid-way but continued because he had paid a lot of advance to the Counsellor.”</p> <p>What major anomalies do you find with respect to the Counselor Best Practices in the short situation mentioned above?</p> <p>Can you describe what interventions can be deployed across the entire continuum of Counselling Process with Clients to make Counselling most effective and to avoid pitfalls like the one mentioned in the above situation.</p>	<p>20</p>	<p>CO4</p>
<p>Q.4</p>	<p>Mr. Akhilesh, is a very young and enthusiastic psychologist with a great research background in his area of expertise. He started his Counselling career recently with a Counselling firm but after some complaints from Clients, was asked to leave. Some of the complaints against him from Clients were as follows:</p> <p>“He hardly listens to us and keeps on bragging about his knowledge.”</p> <p>“ He always tells how he solved his own problems”</p> <p>“He came too close to my comfort.”</p> <p>“He gave me a phone call at mid night to check how I was doing.”</p> <p>Examine each of the Complaint statement of the Clients from perspective of the Qualities of a good Counsellor and write your observations for each.</p> <p>What are qualities for an effective Counselor?</p> <p>What advice would you give Mr. Akhilesh for him to succeed as a counsellor?</p>	<p>20</p>	<p>CO3</p>
<p>Q.5</p>	<p>Compare in detail the theoretical frameworks Gestalt Therapy, Cognitive Behavioral Therapy and Psychoanalytic Theory against standard parameters like approach followed, timeframe of sessions, Client autonomy, and key techniques in each.</p>	<p>20</p>	<p>CO2</p>

Q.6	<p>“Edward De Bono’s Six Personality Hats are important as they can be worn both by the Client and by the Counsellor in a Counselling situation”</p> <p>Elaborate the statement above in detail explaining How the Six Personality Hats can be applied to Counselling Situations. Explain how Client and Counsellor use each of these with the help of clear-cut examples?</p>	20	CO1
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ANSWERS