Design Thinking in Counselor Education and Supervision

**Design Thinking**

- Design thinking is a cognitive, transdisciplinary, and person-centered approach to problem-solving that emerged from traditional design disciplines.

- From architecture to K-12 education, the process of design thinking depends on intensive collaboration and sincere empathy to develop culturally-responsive solutions for individuals and organizations.

**Design Thinking Process**

- A progression through the overlapping spaces of (a) notice; (b) empathize; (c) define; (d) ideate; (e) prototype; (f) test; (g) reflect.

- In-person and group-based (scalable from small to large)

- Non-hierarchical and constructivist

- Grounded in Albert Bandura's theories of Social Cognitive Theory, Self-Efficacy, and Guided Mastery

**Revised Bloom's Taxonomy**

- Knowledge
  - Factual: Concrete
  - Conceptual: Abstract

- Cognitive Processes
  - Lower Order Thinking Skills
    - Remember
    - Understand
    - Apply
    - Analyze
    - Evaluate
  - Higher Order Thinking Skills
    - Create

- Design Thinking
  - Notice
  - Empathize
  - Define
  - Ideate
  - Prototype
  - Test
  - Reflect

**Applications in Counselor Education and Supervision**

- Case-conceptualization that fosters collaboration and profound empathy for clients

- Preparation of counselors to function creatively within managed-care systems

- Integration within models of group supervision

- Development of experiences for students that promote transferrable higher-order thinking skills

- Expansion of the capacity of counselors to navigate interprofessional care and collaboration