

Solution-focused therapy as a counseling intervention to help individuals whom experiencing psychological distress in organizations

Abstract

This conceptual paper aims to understand the psychological distress that occurs among employees in organizations and to find out how the Solution-Focused Therapy able to help counsellors in helping their clients in managing their psychological distress. Psychological distress refers to two main components namely depression and anxiety that often occur to employees due to factors such as excessive workload, health problems, responsibilities to family, social relationships, relationships with spouses, time management and lack of self-care. While there are a variety of methods that can be used to help them reduce such stress levels, it is still not well resolved. In fact, it continues to disrupt the emotions and quality of life among the employees. The adverse effects of psychological distress can be identified based on four aspects namely physical, emotional, behaviour and thought. Therefore, it is important for counselling practitioners to strive and help organizational employees to manage their stress better. Solution-Focused Therapy as an intervention in a counselling session that serves as a guideline for the counsellor to understand the factors, effects, and the real issues that is happening to the client. Solution Focused Therapy also helps counsellors to be able to quickly understand the issues and focus more on solutions rather than the problems. By having a clear understanding of the real issue, counsellors can apply techniques in Solution Focused Therapy such as scaling techniques and magic questions in their session. The use of these therapy techniques is proven to help clients to be more realistic in finding their own solutions to the problems and later help them to reduce the level of psychological distress.