



Université d'Ottawa • University of Ottawa
SURVEY OF CANADIAN COUNSELLORS

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Informed Consent to Participate in the Study

We are interested in understanding Canadian Counsellors' sense of professional identity and we would appreciate if you could take some time to answer a series of questions about your training and work experiences as a counsellor, as well as your academic and professional background. The survey takes approximately 15 to 20 minutes to complete.

Your identity will remain anonymous; only pooled responses will be reported. The results of this study may be presented at research conferences or published in scholarly journals. In all matters regarding the communication of results, your anonymity will in no way be compromised. Once completed, the results of the investigation will be made available to you upon request.

If you would like information about the ethical conduct of the project, or would like to express concerns, contact the Protocol Officer for Ethics in Research:

Protocol Officer for Ethics in Research
Research Grants and Ethics Services, University of Ottawa
550 Cumberland St., Room 159
Ottawa, Ontario K1N 6N5
Tel: (613) 562-5841; E-Mail: ethics@uottawa.ca

Continuing on to the survey indicates you have understood to your satisfaction the information regarding participation in this research and agree to participate in this research. You may withdraw your participation in this study at any point prior to submitting the survey. Please feel free to ask for clarification or for new information throughout your participation. We would be happy to share the results once the data has been collected and compiled in the Fall of 2004. If you have further questions concerning matters related to this research, please contact:

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Thank you in advance for your participation in this study

Conditions of participation:

- I understand the purpose of this study and how much time it entails,
- I understand that participating in this study is entirely voluntary
- I understand that I may withdraw my consent for participating in this study at any point while completing this survey. If I discontinue answering the survey at any point, no data will be recorded.
- I understand how confidentiality will be maintained during this project.
- I understand the anticipated uses of the data and that publication and communication of results will be done in such a way as to ensure that all participants will remain anonymous.

Please print out this cover page for future reference.

Continue to the survey

Exit

I am a Canadian Certified Counsellor (CCC): **Yes** **No**

Please click the circles that correspond to your response to each item.

1. Please click this circle if you have never been employed as a counsellor. **If you clicked this circle please go directly to Question 11.**

2. Please indicate the setting(s) in which you currently work or most recently worked as a counsellor. **Select ALL that apply.**

Setting	Current or Most Recent Post
2.1 School (primary or secondary) or school board	<input type="radio"/>
2.2 Community college or CEGEP	<input type="radio"/>
2.3 University	<input type="radio"/>
2.4 Hospital or medical/health clinic	<input type="radio"/>
2.5 Community social service agency	<input type="radio"/>
2.6 Rehabilitation centre	<input type="radio"/>
2.7 Government department	<input type="radio"/>
2.8 Correctional service	<input type="radio"/>
2.9 Private sector company	<input type="radio"/>
2.10 Private practice or consulting	<input type="radio"/>
2.11 Other (specify): _____	<input type="radio"/>

3. Please indicate how frequently you have provided counselling services to the following client populations in your current or most recent counselling job. **Select ONE option for each item.**

Population	Never	Rarely	Sometimes	Frequently	Almost always
3.1 Children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.2 Adolescents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.3 Adults	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.4 Senior citizens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. If applicable, note any other salient features that are typical of the clientele you serve(d) at your current or most recent counselling position (e.g., people with physical disabilities, homeless people, victims of abuse, individuals from specific minority groups, etc.).

I. _____

II. _____

III. _____

5. To what degree do you use the following theoretical frameworks in your current work as a counsellor? **Select ONE option for each item.**

Theoretical Frameworks	Never	Rarely	Sometimes	Frequently	Almost always	Don't know
5.1 Analytic/Psychodynamic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.2 Behavioural	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.3 Cognitive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.4 Cognitive-behavioural	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.5 Client-centred / Humanistic	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.6 Family Systems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.7 Feminist Therapies	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.8 Interpersonal approaches (e.g., Interpersonal Psychotherapy)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.9 Postmodern (e.g., solution-focused, narrative)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.10 Eclectic/Integrationist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.11 Other (specify): _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. Please indicate the extent to which you engage(d) in the following professional activities at your current or most recent place of employment. **Select ONE option for each item.**

Professional Activity	Never	Rarely	Sometimes	Frequently	Almost always
6.1 Personal counselling (individuals)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6.2 Personal counselling (groups)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Professional Activity	Never	Rarely	Sometimes	Frequently	Almost always
6.3 Career counselling (individuals)	O	O	O	O	O
6.4 Career counselling (groups)	O	O	O	O	O
6.5 Psychoeducational workshops or seminars	O	O	O	O	O
6.6 Family counselling	O	O	O	O	O
6.7 Couple counselling	O	O	O	O	O
6.8 Rehabilitation counselling	O	O	O	O	O
6.9 Standardized testing	O	O	O	O	O
6.10 Intake and assessment	O	O	O	O	O
6.11 Academic advising	O	O	O	O	O
6.12 Crisis intervention	O	O	O	O	O
6.13 Staff training and development	O	O	O	O	O
6.14 Research and program evaluation	O	O	O	O	O
6.15 Clinical supervision of others	O	O	O	O	O
6.16 Administration	O	O	O	O	O
6.17 Community outreach and liaison	O	O	O	O	O
6.18 Academic teaching	O	O	O	O	O
6.19 Consulting services	O	O	O	O	O
6.20 Receiving clinical supervision	O	O	O	O	O
6.21 Case conferences	O	O	O	O	O
6.22 Other (specify): _____	O	O	O	O	O
6.23 Other (specify): _____	O	O	O	O	O

7. Please indicate the degree to which each of the values listed below influences your day-to-day work as a counsellor. **Select ONE option for each item.**

It is important for me . . .	Strongly disagree	Disagree	Agree	Strongly agree	Not applicable
7.1 to use my abilities and my knowledge.	O	O	O	O	
7.2 to achieve excellence in my work.	O	O	O	O	
7.3 to advance in my career.	O	O	O	O	

It is important for me. . .	Strongly disagree	Disagree	Agree	Strongly agree	Not applicable
7.4 to help others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7.5 to manage and direct the work of others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7.6 to make decisions and act on my own authority.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7.7 to be creative and innovative.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7.8 to have financial security.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7.9 to grow and develop as a person.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7.10 to be admired for my professional status.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7.11 to do things that involve risk.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7.12 to interact with other people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7.13 to have variety in my work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7.14 to work in a comfortable space.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
7.15 Other (specify): _____ - _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

8. Since completing your graduate program in counselling, to what degree has your professional knowledge been informed by each of the following sources of information? **Select ONE option for each item.**

Sources of Information	Not at all	Very little	Moderately	Considerably	Completely
8.1 Trade books/chapters on counselling-related issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.2 Articles from scholarly journals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.3 Workshops on specific counselling-related issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.4 Conferences of professional associations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.5 News media (e.g., newspapers, current affairs programs on television or radio)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.6 Television or radio programs other than news programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.7 Clinical experience as a counsellor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Sources of Information		Not at all	Very little	Moderately	Considerably	Completely
8.8	Consultation with counselling colleagues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.9	Consultation with professionals other than counsellors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.10	Clinical supervision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.11	Personal counselling experiences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.12	Information on the Internet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.13	Other (specify): _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. How often in your work as a counsellor do you have contact with the following professionals? **Select ONE option for each item.**

Professionals	Never	Rarely	Occasionally	Frequently	Always
9.1 Teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.2 Psychologists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.3 Psychiatrists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.4 Social Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.5 Nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.6 Occupational Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.7 General Medical Practitioners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. In your estimation, to what extent is the work you do as a counsellor similar to the work of the following professionals? **Select ONE option for each item.**

Professionals	Not at all	Somewhat	Moderately	Considerably	Highly	Don't know
10.1 Teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.2 Psychologists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.3 Psychiatrists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.4 Social Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.5 Nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.6 Occupational Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.7 General Medical Practitioners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Please indicate how your graduate studies program in counselling prepared you in the specified areas by responding to the following statements. **Select ONE option for each item.**

My program taught me ...	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
11.1 about helping processes and theories of human change.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.2 to use interviewing skills effectively to build therapeutic relationships.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.3 to use a systems perspective that considers clients' broader social context.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.4 about group dynamics and processes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.5 to run counselling groups and workshops.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.6 about lifespan human development theories.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.7 about theories of learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.8 to consider ethnic and cultural diversity issues when working with clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.9 to apply professional ethics and codes of conduct in my counselling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.10 about psychometric concepts and theories.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.11 to conduct assessments using standardized tests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.12 to conduct assessments using non-standardized methods (e.g., observation, interviewing).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.13 to diagnose psychological problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.14 about career development concepts and theories.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.15 to conduct career counselling.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.16 about information resources for career decision making.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.17 to use counselling interventions that are empirically supported.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.18 about research methods and data analysis strategies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

My program taught me ...	Strongly disagree	Disagree	Agree	Strongly agree	Don't know
11.19 about program evaluation methods.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.20 about the roles and identity of a professional counsellor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.21 about strategies for self-care and optimal professional functioning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11.22 Other (specify): _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. If you have additional comments about how your graduate program prepared you to work as a counselling professional, write these comments on the lines below.

13. To what extent do you believe your expertise as a counsellor is generally valued and respected by members of the following professional groups? **Select ONE option for each item.**

Professionals	Not at all	Somewhat	Moderately	Considerably	Highly	Don't know
13.1 Teachers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13.2 Psychologists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13.3 Psychiatrists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13.4 Social Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13.5 Nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13.6 Occupational Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13.7 General Medical Practitioners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Please indicate the extent to which you agree with the following statements by considering the status of the counselling profession in Canada. **Select ONE option for each item.**

Statement	Strongly disagree	Disagree	Agree	Strongly agree	Not applicable
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Statement	Strongly disagree	Disagree	Agree	Strongly agree	Not applicable
14.1 Counsellors have a clear sense of their identity as a professional group.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14.2 Counsellors play a unique professional role in society.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14.3 Counsellors are respected within the general population for their knowledge and skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14.4 My membership in the Canadian Counselling Association is important for my professional identity as a counsellor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14.5 Being a Canadian Certified Counsellor is important for my professional identity as a counsellor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. Please list below the professional organizations of which you are a member (including CCA):

- I. _____
- II. _____
- III. _____
- IV. _____
- V. _____

16. Please list below the licenses or certifications you hold from professional bodies (including CCC):

- I. _____
- II. _____
- III. _____
- IV. _____
- V. _____

17. How many different counselling positions have you held? _____

18. Please indicate the extent to which you agree with the following statements by considering how satisfied you are with your career decision to become a counsellor. **Select ONE option for each item.**

Statement	Strongly disagree	Disagree	Agree	Strongly agree	Not applicable
18.1 I am satisfied with my decision to become a counsellor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
18.2 If I could choose my career all over again, I would choose counselling.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
18.3 I would not hesitate to recommend a career in counselling to someone close to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
18.4 I am satisfied with the income I earn as a counsellor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

19. Name the three best things about your career as a counsellor.

- I. _____
- II. _____
- III. _____

20. Name the three worst things about your career as a counsellor.

- I. _____
- II. _____
- III. _____

21. In what province or territory do you primarily practice counselling? **Select ONE.**

Province/Territory		Province/Territory	
Newfoundland & Labrador	<input type="radio"/>	Saskatchewan	<input type="radio"/>
Prince Edward Island	<input type="radio"/>	Alberta	<input type="radio"/>
Nova Scotia	<input type="radio"/>	British Columbia	<input type="radio"/>
New Brunswick	<input type="radio"/>	Yukon	<input type="radio"/>
Québec	<input type="radio"/>	Northwest Territories	<input type="radio"/>
Ontario	<input type="radio"/>	Nunavut	<input type="radio"/>
Manitoba	<input type="radio"/>		

22. How many years of paid counselling experience do you have? _____

23. What is your highest completed academic degree? Doctorate Master's Bachelor's

24. Is your highest degree in counselling? Yes No

25. Please indicate the total amount of income you earn annually through your professional counselling work. **Select ONE.**

Income level		Income level	
\$0-5000	<input type="radio"/>	\$50001-55000	<input type="radio"/>
\$5001-10000	<input type="radio"/>	\$55001-60000	<input type="radio"/>
\$10001-15000	<input type="radio"/>	\$60001-65000	<input type="radio"/>
\$15001-20000	<input type="radio"/>	\$65001-70000	<input type="radio"/>
\$20001-25000	<input type="radio"/>	\$70001-75000	<input type="radio"/>
\$25001-30000	<input type="radio"/>	\$75001-80000	<input type="radio"/>
\$30001-35000	<input type="radio"/>	\$80001-85000	<input type="radio"/>
\$35001-40000	<input type="radio"/>	\$85001-90000	<input type="radio"/>
\$40001-45000	<input type="radio"/>	\$90001-95000	<input type="radio"/>
\$45001-50000	<input type="radio"/>	More than \$95000	<input type="radio"/>

26. Is counselling your first professional career? Yes No

27. What is your job title? _____

28. Do you use your job title to describe yourself in your interactions with others? Yes No

If you answered “no”, what job title do you use to describe yourself? _____

29. What is your gender? Male Female

30. What language(s) do/would you use when counselling? **Please indicate ALL languages you use.**

Language	
English	<input type="radio"/>
French	<input type="radio"/>
Other (specify): _____	<input type="radio"/>
Other (specify): _____	<input type="radio"/>

THANK YOU FOR TAKING THE TIME TO COMPLETE THIS SURVEY