

Public Abstract

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Department:Educational & Counseling Psychology

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Title:Examining Multicultural Counseling Competencies among Racial/Ethnic Minority and International Psychological Trainees

This study examined the extent to which self-identity as defined by the Optimal Theory Applied to Identity Development (OTAID) framework, universal-diverse orientation (UDO), and cognitive flexibility were predictive of multicultural counseling competencies among U.S. racial/ethnic minorities and international psychological trainees. Hierarchical regression analyses revealed that the combination of these three variables explained significant variance in multicultural counseling competencies. In fact, cognitive flexibility was a sole predictor of trainees' perceived competence to build strong rapport with culturally diverse clients. Based on results, researchers suggest that training program implement experiential and applied multicultural training activities that promotes self-identity, UDO, and cognitive flexibility.