



THE 3RD INTERNATIONAL CONFERENCE ON GUIDANCE AND COUNSELING
“INVENTING GUIDANCE AND COUNSELING'S ADAPTABILITY TOWARD NEW
FORCE IN COUNSELING AND PSYCHOTHERAPY”

COMPETENCE, EVIDENCE-BASED PRACTICE, AND ITS IMPLICATIONS
IN INDONESIA

Sigit Ridho Mukti¹, Evi Winingsih²

¹State University of Surabaya, Lidah Wetan, Sub-District Lakarsantri, Surabaya, Indonesia,
sitizahrotul.2208@mhs.unesa.ac.id

²State University of Surabaya, Lidah Wetan, Sub-District Lakarsantri, Surabaya, Indonesia,
eviwarningsih@unesa.ac.id

ABSTRACT

Multiculturalism requires counselors to understand, reflect upon, and integrate the diverse identities of clients into assessment, case formulation, intervention, and evaluation. This article reviews key models (MCC/AMCD, MSJCC, ADDRESSING, RESPECTFUL), ethical standards, empirical evidence (meta-analyses and systematic reviews), as well as implications for curriculum and practice in Indonesia. Recent evidence indicates that counselors' multicultural competence and cultural humility are positively associated with therapeutic alliance and treatment outcomes, while culturally adapted psychological interventions tend to enhance effectiveness for diverse populations. Practical implications include experiential training design, multicultural supervision, and the integration of Indonesian local wisdom.

Keywords: multicultural counseling, MSJCC, ADDRESSING, RESPECTFUL, cultural humility, cultural adaptation, Indonesia.

INTRODUCTION

In the era of globalization, counseling is required to be more than just a therapeutic relationship between counselor and client. Counseling must be able to respond to the dynamics of cultural, ethnic, religious, gender, sexual orientation, and socio-economic diversity that shape individual identities (Sue et al., 1992). Awareness of multiculturalism is crucial, as the counselor's failure to understand the client's cultural context can lead to inappropriate interventions, and even exacerbate psychological problems. Therefore, multiculturalism is not merely an additional element of counseling practice but constitutes an ethical and professional foundation for delivering effective and equitable services.

The multicultural counseling competence model developed by the Association for Multicultural Counseling and Development (AMCD), and its later refinement through the Multicultural and Social Justice Counseling Competencies (MSJCC), emphasize three major domains: self-awareness, knowledge, and culturally relevant skills (Ratts et al., 2016). Other frameworks such as the ADDRESSING model (Hays, 2008) and the RESPECTFUL model (D'Andrea & Daniels, 1997) broaden counselors' perspectives on identity factors that shape client experiences, thereby enabling more inclusive counseling practices.

Beyond theoretical frameworks, empirical evidence shows that multicultural competence and cultural humility are positively linked to therapeutic alliance and better counseling outcomes. A meta-analysis found that multicultural competence significantly contributes to counseling process effectiveness (Tao et al., 2015). Other research demonstrated that cultural humility fosters stronger counselor-client connections and enhances treatment outcomes (Hook et al., 2016). Furthermore, systematic reviews confirm that culturally adapted psychological interventions tend to yield higher effectiveness for diverse populations (Hall et al., 2016).

In the Indonesian context, multicultural issues are particularly relevant given the nation's pluralistic reality. Counselors are challenged not only to understand cultural differences but also to integrate local wisdom into counseling services (Hidayati, 2024). Thus, this article focuses on integrating multicultural competence with evidence-based practice while addressing its implications for counselor education, training, and professional practice in Indonesia.

METHOD

This study employed a literature review method by collecting, recording, and analyzing a variety of reading materials relevant to the topic. Research data were obtained from diverse literature and documents that support the focus of the study. According to Zed (2014), library research is an initial step in designing research by utilizing various sources as references for obtaining data. In this study, the data sources used were secondary, including both published and unpublished works, textbooks, scientific articles, journals, websites, and other materials relevant to the research focus (Nuraeni et al., 2025).

RESULT AND DISCUSSION

Multicultural Competence Models and Their Application. The literature shows that the MCC model (Sue et al., 1992) and its development into the MSJCC (Ratts et al., 2016) consistently emphasize three core domains: self-awareness of cultural bias, knowledge of intercultural dynamics, and skills for

contextually appropriate interventions. Practical models such as ADDRESSING (Hays, 2008) and RESPECTFUL (D'Andrea & Daniels, 1997) further enhance identity-sensitive approaches that support more holistic and inclusive assessments and interventions. In practice, ADDRESSING helps counselors frame client identity intersectionally beyond a single dimension (e.g., ethnicity) a method increasingly relevant in highly pluralistic Indonesia.

Multicultural Competence, Cultural Humility, and Therapeutic Alliance. A meta-analysis by Tao, Owen, Pace, & Imel (2015) confirmed that multicultural competence correlates positively with counseling process quality, including the therapeutic alliance. Likewise, Hook, Davis, Owen, Worthington, & Utsey (2016) found that cultural humility the counselor's capacity to remain a learner regarding clients' cultural contexts is associated with stronger client engagement and better intervention outcomes. These findings highlight the importance of training not only in knowledge but also in cultivating cultural humility as a professional stance. In Indonesia's diverse society, such an approach reduces miscommunication and strengthens the counselor-client alliance, which is a vital foundation for effective interventions.

Effectiveness of Culturally Adapted Interventions. A systematic review by Hall, Ibaraki, Huang, Marti, & Stice (2016) reported that culturally adapted interventions (e.g., use of local languages, cultural metaphors, alternative family structures) tend to show greater efficacy in meeting the psychological needs of specific populations. This underscores that cultural adaptation is not simply translation but involves contextual tailoring. In Indonesia, for example, incorporating local wisdom such as gotong royong (mutual cooperation) or local folktales into youth counseling can improve acceptance and relevance.

Implications for Counselor Training in Indonesia. Indonesian literature (Hidayati, 2024) reveals that counselor training programs have not sufficiently integrated multicultural components, particularly reflective practices and culturally responsive adaptations. A "one-size-fits-all" approach still prevails, which often fails to align with local values. This suggests that Indonesian counselor education institutions need to revise curricula to incorporate adaptive intervention design, multicultural supervision, and critical reflection on cultural bias. International evidence supports that experiential learning and structured supervision can effectively strengthen counselors' multicultural competence (Truong et al., 2023).

CONCLUSION

Multiculturalism in counseling requires counselors to possess cultural competence, cultural humility, and the ability to adapt interventions to diverse client identities. Literature findings indicate that multicultural competence not only correlates positively with therapeutic alliance but also enhances counseling outcomes (Hook et al., 2016; Owen et al., 2016). Moreover, empirical evidence supports that culturally adapted psychological interventions are more effective than generic ones, particularly for diverse populations (Hall et al., 2016).

In Indonesia, these findings underline the urgency of integrating multicultural perspectives into counselor education curricula, supervision practices, and service delivery that accommodates local wisdom. Such integration is essential to reduce bias, strengthen counselor-client relationships, and enhance the relevance of counseling practices in Indonesia's pluralistic society (Hidayah & Firmansyah, 2020). Thus,

multiculturalism should not be seen as an additional approach but as a guiding framework for evidence-based counseling practice in Indonesia.

REFERENCES

- Arredondo, P., Toporek, R. L., et al. (2016). Multicultural and Social Justice Counseling Competencies (MSJCC). American Counseling Association. www.counseling.org
- BMC Medical Education, 23, 533. PMC
- D'Andrea, M., & Daniels, J. (1997). RESPECTFUL counseling and development: A multidimensional approach. Universitas San José State
- D'Andrea, M., & Daniels, J. (1997). RESPECTFUL counseling: Theoretical and practical applications for a multicultural world. Alexandria, VA: American Counseling Association. ERIC: <https://eric.ed.gov>
- Hall, G. C. N., Ibaraki, A. Y., Huang, E. R., Marti, C. N., & Stice, E. (2016). A meta-analysis of cultural adaptations of psychological interventions. *Behavior Therapy*, 47(6), 993–1014.
- Hall, G. C. N., Ibaraki, A. Y., Huang, E. R., Marti, C. N., & Stice, E. (2016). A meta-analysis of cultural adaptations of psychological interventions. *Behavior Therapy*, 47(6), 993–1014. <https://doi.org/10.1016/j.beth.2016.09.005>
- Hays, P. A. (2008). Addressing cultural complexities in practice: Assessment, diagnosis, and therapy (2nd ed.). American Psychological Association. APA
- Hays, P. A. (2008). Addressing cultural complexities in practice: Assessment, diagnosis, and therapy (2nd ed.). Washington, DC: American Psychological Association.
- Hays, P. A. (2022). Addressing cultural complexities in counseling and clinical practice: An intersectional approach (4th ed.). American Psychological Association. Think Cultural Health
- Hidayah, N., & Firmansyah, M. (2020). Multicultural counseling in Indonesia: Challenges and opportunities. *Guidance and Counseling Journal*, 9(2), 45–54. Tersedia di: <https://journal.unnes.ac.id/nju/index.php/gc/article/view/23459>
- Hook, J. N., Davis, D. E., Owen, J., Worthington Jr, E. L., & Utsey, S. O. (2016). Cultural humility: Measuring openness to culturally diverse clients. *Journal of Counseling Psychology*, 60(3), 353–366. <https://doi.org/10.1037/a0032595>
- Hidayati, N. (2024). Pendekatan multikultural dalam layanan bimbingan dan konseling di sekolah. *G-COUNS: Jurnal Bimbingan dan Konseling*, 8(2), 867–879.
- Hook, J. N., Davis, D. E., Owen, J., Worthington, E. L., & Utsey, S. O. (2016). Cultural humility: Measuring openness to culturally diverse clients. *Journal of Counseling Psychology*, 60(3), 353–366.
- Khan, M. W., et al. (2022). Culturally adapted psychological interventions: Special issue overview. *Clinical Psychology Review*. PMC
- Orlowski, S., et al. (2024). The effects of cultural humility on therapeutic alliance and outcomes: A systematic review. *Counselling and Psychotherapy Research*. Wiley Online Library
- Owen, J., Tao, K. W., Leach, M. M., & Rodolfa, E. (2016). Clients' perceptions of their psychotherapists' multicultural orientation. *Psychotherapy*, 48(3), 274–282. <https://doi.org/10.1037/a0022065>

- Ratts, M. J., Singh, A. A., Nassar-McMillan, S., Butler, S. K., & McCullough, J. R. (2016). Multicultural and social justice counseling competencies: Guidelines for the counseling profession. *Journal of Multicultural Counseling and Development*, 44(1), 28–48.
- Sue, D. W., Arredondo, P., & McDavis, R. J. (1992). Multicultural counseling competencies and standards: A call to the profession. *Journal of Counseling & Development*, 70(4), 477–486.
- Tao, K. W., Owen, J., Pace, B. T., & Imel, Z. E. (2015). A meta-analysis of multicultural competencies and psychotherapy process and outcome. *Journal of Counseling Psychology*, 62(3), 337–350. societyforpsychotherapy.org
- Tao, K. W., Owen, J., Pace, B. T., & Imel, Z. E. (2015). A meta-analysis of multicultural competencies and psychotherapy process and outcome. *Journal of Counseling Psychology*, 62(3), 337–350.
- Truong, M., et al. (2023). Systematic review of cultural competence trainings for mental health providers.
- Wong, J., et al. (2021). Culturally responsive CBT for ethnically diverse populations: Frameworks & evidence. *Annual Review of Clinical Psychology*, 17, 275–305.