



香港專業輔導協會

Newsletter 會訊

April 2005

The Hong Kong Professional Counselling Association

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President's Message

The HKPCA has been evolving since its incorporation under the Company Ordinance in 1995. We are now heading for a new development and facing more challenges.

In line with the Supportive Supervision Scheme, a scheme for professional quality assurance through supervision, a professional standard committee has been set up, which works on a set of standard criteria for professionals.

In the coming future, we hope to have more exposure to the public through mass media and conduct more programmes to help our professionals in the field and raise their professional image.

Workshop & Seminar on GAMBLING

Gambling is a hot topic. Except the traditional form of Chinese and Western games, casinos and even illegal gambling activities, a trend of legalisation of different forms of gambling such as lottery, horse-racing and recently, soccer betting attracts more and more people to bet. The number of addicted gamblers is increasing, so is that of seekers for professional help.

It is our honour to have Dr. Robert Ladouceur, a Full Professor in Psychology from Laval University, Quebec, Canada to conduct a 2-day workshop and a 1-day seminar for us from 12 to 14 May 2005. His work on gambling is internationally known and his cognitive treatment for pathological gamblers is being used in many countries. Please see details inside.

Supportive Supervision Scheme

in progress.....

The Certification Course for Certified Supervisor-in-training (CSIT) has commenced on 12 March 2005. Consultant supervisors as trainers while CSITs as trainees and they are basically in one-on-one basis. It lasts for one year and upon its completion, these CSITs will be able to register as Certified Supervisors under the Registry of Certified Supervisors of HKPCA, provided that all the other criteria are met. A Certification Committee has been formed amongst the Consultant Supervisors for procedures of endorsement of Certified Supervisors in the future.

AGM 2005 will be held at the end of June. It is the 10th anniversary. Please watch out for the announcement.

我今天想討論的問題是財赤同問責風下的領導空間，而這個主題與今天的會議主題「優化輔導專業從質素保證到質素提昇」有密切的關係。我想從一個故事說起：

最近我每次收看新聞，都有一種「好似有少少攞錯」的感覺。我對人力資源管理學會頗熟識，近來他們的負責人時常接受電視台訪問，總是被記者問及怎樣減薪、減多少、如何瘦身、現時之失業率情況等問題，和我在數年前對一些比較骨幹的人的印象是有點不同，我對他們當年的認識，是在培訓方面，例如：機構領導如何帶領員工過「紅海」，轉危為機；他們談論有關品質圈的成功經驗，如何去做人力資源培訓等。但是在數年內，他們從一個「素質提升」作為主要討論的話題變為「質素保證」，側重點像是很不同。

其實，「素質提升」及「質素保證」這些

等之外，亦要關注整個組織改革與文化建立；既要關注結果，也要關注過程；既看事，亦看人。

然而一股新的風吹過來，又會引起新的擺動。這股新的風就是「財赤」和「問責」，它引起了資源緊縮、人手減少，也影響到很多人收入緊張的問題，或者是顧客導向的問題，所以財赤是會引起一種「市場機制」，而問責也是如此，因為問責並不是純粹對我們的服務對象問責這樣簡單，還需要對很多行政機關問責，表現在三方面的關係：目標、表現與指標 (Target、Performance & Indicator)，它們之間有一套嚴謹的「質素保證」機制。當財赤引起市場機制，問責又引起質素保證之後，便有很多坐在中層的管理人員或領導階層，重新開始思考兩條問題——這兩條問題好像在以前已被解決了，現在又再度出現。第一，培養組

財赤與問責風下的領導空間

戴希立太平紳士, BBS
優質教育基金督導委員會主席
(2003 雙週年會議主禮嘉賓演講詞)

話題，就像風繼續吹一樣，吹不同風向的時候，作為領導的鐘就跟著擺。如果我們回顧過去的管理理論，例如：在差利主演的電影「摩登時代」中，就表達了對事情的科學管理，後來人們開始覺得不奏效，就開始發展人際關係的理論，這兩派理論不斷交錯發展。在學校校論領導方面，都有類似的變動，早期有很多理論是針對如何做事，慢慢變成針對如何對人和專業組織文化的構建。近年來，亦涉及到學校層面，領導風格的討論，有些會討論如何在課室層面幫助學生改善成績，也有討論有關老師怎樣改善教與學的問題，即"instructional leadership"的理論；也有一個派系討論學校如何去營造一個組織文化，改善一個學習的大環境，所謂"transformational leadership"。其實，不同時候都吹著不同的風，面對不斷變化的大氣候，我們應怎樣面對呢？

我覺得隨風擺柳會鐘擺不停，執著一家之言會各走極端。可能當人年紀大了，經歷過多次不同改革的成功與失敗，就會開始知道「平衡和兼顧」的重要。在管理上，我們既要注意"system approach"的理論，也要注重組織文化；在領導風格上，我們除了重視業績和做事外，也要重視人本的發展。在微觀方面，大家除了要注意例如教學的業績、學生的成長等

組織文化與花錢和時間去培養人才是否值得呢？因為瘦身來得簡單，不適合就換人。第二，究竟專業是否可以平衡市場和行政問責的要求？我相信有很多人在午夜夢迴時都會問這兩條問題。就著這些新出現的問題，我希望提出一些自己閱讀書本和個人經歷的看法。

「世界越是變動，越是需要一些傳統的價值。」

我想引用多元智能之父Howard Gardner的理論。他曾來港作四次演講，其中三次的主題如下：第一，「什麼是天分？」這就是他所說的八種多元智能，也是天生我才必有用；第二，「什麼是創意？」他認為創意不是單純有天份，而是要加上個人的專業磨練才會出現的；第三，「正面的道德價值」，這個主題就更加重要。其實他現在已沒有研究之前兩個主題，他最有興趣研究的就是第三個主題，有創意，有專業，有多元智能，都只是問題的一面，另一面就是一個「正面的道德價值」，他認為要這兩面都兼備才能叫做「良工」(Good Work)，如果用大陸的講法就是要「又紅又專」，在學校的講法則是「品學兼優」，換句話說，一個人除了要提升自己的專業技能外，還要堅持同推動一種正面的道德價值，Howard Gardner就舉了兩個很有趣的專業作為例子，他觀察到這兩個專業正各自向相反的方向轉化

Supportive Supervision Scheme

in progress.....

After a selection process undertaken by the *Consultant Supervisors* and approval of the Council, at last, 10 *Certified Supervisors-in-training (CSITs)* has joined the certification course plus 1 pending case.

The Certification Course for CSITs has commenced on 12 March 2005. Consultant supervisors as trainers while CSITs as trainees and they are basically in one-on-one basis. It lasts for one year and upon its completion, these CSITs will be able to register as *Certified Supervisors* under the Registry of Certified Supervisors of HKPCA, provided that all the other criteria are met. A *Certification Committee* has been formed amongst the Consultant Supervisors for procedures of endorsement of Certified Supervisors in the future.

11 Consultant Supervisors: Dr. Charles CHAN (HK PolyU), Ms. Cherine LAU (Caritas HK-Family Service), Prof. Simon LEE (Alliance Bible Seminary), Prof. Alvin LEUNG (CUHK), Mr. Simon LI (E.C.F. Shatin Canaan Church), Mr. TANG Wai Hung (HKFY), Dr. TSUI Ming Sum (HK PolyU), Dr. SIN Kuen Fung (HK IEd), Dr. Pauline SUNG (HK PolyU), Dr. WAT Wai Ho (Love Song Family Counseling & Training Association), Mrs. Grace YUNG (Green Pastures Whole Person Development Centre)

11 CSITs (They have undergone a selection process by the Consultant Supervisors and been approved by the HKPCA Council)

<p>Dr. Chan Mow Chiu, Raymond Assistant Professor Hong Kong Baptist University</p>	<p>Mrs. Luk Yan Hung Chu, Julia Counsellor Hong Kong Psychotherapy Centre</p>
<p>Ms. Cheung Kam Hung, Rainbow General Manager Professional Development and Quality Assurance Core Business Hong Kong Christian Service</p>	<p>Dr. Tang Cheuck Wing, Andrew Health Psychologist/ Senior Researcher Breakthrough</p>
<p>Ms. Chiu Wai Fong, Alice Nuring Officer Integrated Treatment Centre, Special preventive Program, Dept of Health</p>	<p>Mrs. Wong Cheung Suk Ying, Cammy Principal Coordinator Yau Tsui Integrated Family Service Hong Kong Christian Service</p>
<p>Miss Chow Kam Sheung, Irene Social Worker Caritas-Hong Kong Family Service</p>	<p>Miss Wong Ka Yan, Angela Educational Psychologist The Catholic Diocese of Hong Kong (pending her acceptance of the offer)</p>
<p>Rev. Luk Kim Hung Pastor in-charge Hong Kong Tsz Kwong Bethel Church</p>	<p>Miss Wong Wai Lan, Eve Hospital Manager/ Social Worker Adolescent Medical Centre, QEH</p>
<p>You may also visit our website: www.hkpcsa.org.hk for more information about the scheme.</p>	<p>Ms. Yim Shui Wa, Jennifer Counsellor The Hong Kong Institute of Education</p>

Membership Update

Welcome

The following individuals joined HKPCA since May 2004:

5 Associate Fellows:

Ms. Lau Chui Ling, Cherine
Mrs. Luk Yan Hung Chu, Julia
Dr. Mok Kong Ting
Dr. Wat Wai Ho
Mr. Wong Shui Wai

39 Members:

Ms. Au Yeung Hon Man
Mr. Burns, Nick
Ms. Chan Koon Chee, Grace
Mr. Chan Wan Tsun, Ernest
Miss Chan Wing Kei, Winkey
Mr. Cheung Chun Hon
Miss Cheung Ka Lei, Carrie
Ms. Chi Man Yu
Mr. Choi Tin Yam
Mr. Chu Tak Chun, Lawrence
Dr. Chung Po Yee
Dr. Ho Kam Wai
Mr. Ip Man Him, Jeffrey
Miss Kwok Ching Han
Miss Kwok Chu Oi, Joanna
Ms. Lam Chi Ha
Miss Lam Pui Shan
Ms. Lee Ming Ho, Vicky
Ms. Leung May Sze, Macy
Mr. Leung Sek Nin
Ms. Leung Wai Fong, Celina
Mr. Leung Wing Yat
Miss Leung Yim Ching, Mandy
Ms. Leung Yin Wa
Ms. Luk Kim Hung, Joseph
Ms. Ma Pui Yan, Tiffanie
Ms. Mueller, Maureen
Ms. Ng Chui Lan
Ms. Shek Wai Chee, Jandy
Mr. Sheung Chiu Yeung
Mr. Siu On Chi
Dr. Tong Bing Chung
Mr. Wan Tsz Shun, Houghton
Ms. Wong Kar Yin
Miss Wong Wai Yin
Mr. Wong Wing Hong
Mr. Wong Yuen Ching
Ms. Yu Chung Hung
Ms. Yu Pui Yi

5 Junior members:

Ms. Cheung Shuk Fan
Ms. Lok Yin Ping
Mr. Ma Tai Fai
Mr. Wong Chi Hang, Patrick
Ms. Wong Lo Lo

3 Affiliate:

Mr. Leung Kai Sun
Ms. Lo Siu Yu
Mrs. Smyth, Maria Claire

1 Institutional Member:

The Jockey Club
Eduyoung College

11 upgraded to Member:

Dr. Cheung Kit Ying, Andy
Ms. Chow Pik Shan
Miss Ip Mun Yee
Ms. Lau Chi Fong, Irene
Miss Lee Man Hin, Agatha
Dr. Lee Tat Nin
Miss Or Ka Lai, Alice
Miss To Yuen Ha, Joanna
Ms. Tsang Nga Shan, Susanna
Miss Wong See Yan
Mr. Wong Siu Man Raymond

10 Student member:

Ms. Chan Oi Lan
Mr. Chow Kwan Chu
Mr. Chow Wing Hei
Miss Hui Ching Yee, Rebecca
Miss Leung Miu Fun
Mr. Ng Ka Man
Ms. Pang Hoi Ning, Helen
Mr. Wu Kin Hei
Miss Wu Kin Yun, Grac
Ms. Yam Yuet Chun

Membership Upgrade

The following individuals were upgraded since May 2004:

6 upgraded to **Fellow**
(recommended to and approved by the Council):
Dr. Chan Ching Hai, Charles
Dr. Chan Kai Fong
Prof. Chan Lai Wan, Cecilia
Dr. Leung Seung Ming, Alvin
Fr. Newbery, Peter
Dr. Tam Chung-Ngok, Isaac

3 upgraded to **Associate Fellow**
Dr. Tam Pui Chuen, Ekman
Ms. Wong Yun, Dorothy
Mr. Yu Kwok Kit, Patrick

Congratulations!

Youth Outreach, led by Fr. Peter Newbery, Fellow of HKPCA, was presented an award on 1 Feb 2005 as joint winner of the "Leader of the Year 2004" in the Community/ Public Affairs Category by the Sing Tao Newspaper Group, a recognition of their leading position in the field. We are delighted to send them our warmest regards and share the excitement for the honour. Congratulations!

For anyone who would like to join the HKPCA or upgrade their membership, please visit our web-site: www.hkpc.org.hk for details and download of application form

Programmes & Workshops 自我增值

Upcoming Programmes

Date	Nature	Title
16 Apr & 7 May, 2005	Workshop	Premarital Counselling & Marriage Enrichment Speakers: Dr. Simon Lee (Individual, Marriage & Family Therapist) & Mr. Timothy Ngai (AAMFT Clinical Member)
12 & 13 May, 2005	Workshop	Cognitive and Behavioural Treatment of Pathological Gamblers Speaker: Dr. Robert Ladouceur (Full Professor, School of Psychology, Laval University, Quebec, Canada)
14 May, 2005	Seminar	Gambling in school and among youth (please see publicity for details) Key-note Speaker: Dr. Robert Ladouceur (Full Professor, School of Psychology, Laval University, Quebec, Canada) Guest speakers: Mr. Ken Lai (Certified Gambling Counselor, Caritas AG Counselling Centre) Dr. Gracemary Leung (Chartered Clinical Psychologist, Acting Director, Student Development and Counselling, Student Centre of HKU) Mr. Peter Ip (Vice Principal, St Joseph's College) Dr. Irene Wong (RSW, HK; Certified Trainer of Gambling Counsellors, CCPC)
28 May & 4 Jun, 2005	Workshop	Marital Counselling & Emotionally Focused Therapy Speaker: Mrs. Maria Kong
29 Jun, 2005	Meeting	Annual General Meeting 2005 (10 th anniversary)

For details and registration, please visit our website www.hkpcsa.org.hk

歡迎投稿

You're *welcome* to send an article to "Leisure Corner"

歡迎會員投稿，抒發及分享有關從事輔導工作的體會或生活感想。可能是溫馨小品、或煩惱、或迷惘、或鼓舞……。五百字內，中英文均可，請電郵稿件至：
enquiry@hkpcsa.org.hk 或聯絡秘書處，電話2334-7172。



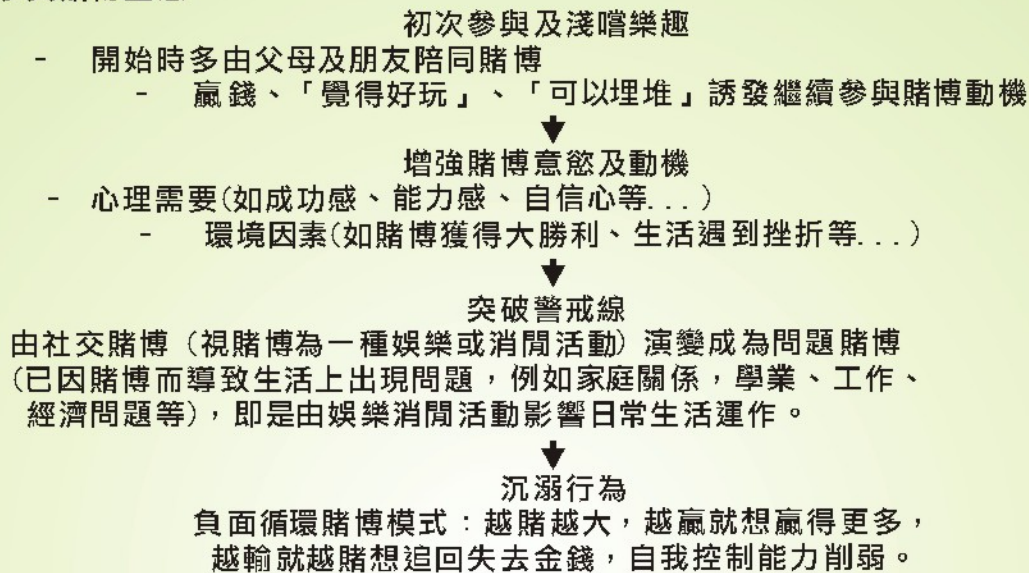
We welcome our members to send an article to Leisure Corner. Free topics related to your counselling works or real live experience. Something soft and touching. Or something bothering or upsetting you. Or something with encouragement or enlightenment. Please email your article which is not more than 500 words, in English or in Chinese, to enquiry@hkpcsa.org.hk or contact the Secretariat at 2334-7172.

青少年與賭博問題

香港青年協會
荃灣及葵涌外展社會工作隊
石伙蓮

當討論「病態賭博」(意指沉溺於賭博不能自拔，參與賭博已成為強逼性行為；以至演變到影響職業甚而傷害到家庭的地步)所帶來的嚴重禍害時，我們必先了解發展成為「病態賭徒」乃是一條延續線，並始發於未成年時期。故此，要及早關注青少年賭博行為，才能有效遏止問題的惡化。本文嘗試總結外展社會工作服務經驗，展示青少年參與賭博型態，以及分享處理手法重點。

(一) 青少年參與賭博型態



就外展服務經驗所得，嗜賭青少年以男性為主，年齡約14至20歲；初期多處身於賭博活動較為活躍的社群環境，例如由父母、家人或朋友陪同賭博，包括打麻雀、賭撲克牌、賭馬、賭波、上賭船、去澳門博彩、網上賭博等，而青少年亦視這些活動為社交賭博，令他們低估賭博風險；加上贏錢獲利、冒險帶來刺激，以及相信自己「有運氣」，蠢蠢欲「賭」的心慢慢增強。再者，當他們遇到生活挫折，例如學業或工作失敗、出現家庭問題、或其他情緒問題時，他們會更容易投入賭博世界以逃避現實。例如有一個讀書成績差的學生沉迷賭馬，他為自己掌握每隻馬過去幾年參賽業績而感到「自己有料」，能計算比賽賠率精確而感到「自豪」，在友群中「專家」地位及所獲得的能力感、成功感及自信心令他肯定賭博為他帶來金錢，也不被人低看自己。可是問題情況只會進一步惡化，開始自控能力減弱，越賭越大、借錢越多、部份更為賭博日夜顛倒，導致精神萎靡、情緒不穩，對以往活動失去興趣，學業、工作表現倒退，家庭關係惡劣，嚴重者更運用各種不法行徑聚集賭本，出現欺詐、偷竊行為，部份亦因為拖欠賭債被逼參與非法活動，例如賣翻版、賣丸仔等，而踏上犯罪之途。

(二) 針對問題賭徒介入策略要點 減少賭博傷害策略

嗜賭青少年金錢概念建基於「以小博大」或「有賭未為輸」心態，只記著獲勝興奮，而選擇性忘卻輸錢帶來的結果及負面影響，評估風險能力薄弱，同時欠缺抗逆能力，面對挫折困境只運用逃避方式面對，以致泥足深陷，不能自拔。運用減少傷害策略，目的是提升問題青少年賭徒的責任感，學習風險評估、正確解決問題的方法，顧及後果，並重建有利社群及健康生活模式，才可令他們遠離賭海。概括方法要點如下：

2.1. 黑幕震盪 (Cognitive Change)

揭開賭博面紗，糾正服務對象對短暫獲利及利用賭博獲得自我價值的不合理想法，並運用過來人分享，凸顯從賭博中所產生的禍害，並參考如何決心建立「新生活」的方法及歷程。另一方面，重建「賺取及運用金錢」價值觀及理財方法，才能將「有賭未為輸」、「小賭怡情、大賭致富」等錯誤觀念刪除，令青少年終身受用，遠離賭博。

2.2. 止贏止輸 (Self Control-Behavioral Change)

先讓青少年賭徒回顧其賭博生活，令他們明白輸贏帶來起伏不定情緒，因欠債無力償還而忐忑不安，以及不敢向家人透露、每天擔驚受怕、寢食難安的痛苦經歷，才能增強改變賭博行為，學習自我控制。過程中，最重要是令他們學習訂立「止贏止輸」底線，不論輸贏也懂得「收手」，學習控制避免傷害自己及他人，並逐漸將底線提高，將「傷害」減到最低，令自己生活取得平衡。

2.3. 增強抗逆力及拒絕誘惑 (Social Inoculation)

運用角色扮演、情境處理及現實生活片段，加強他們解決問題的能力，改善拒絕引誘技巧，建立面對生活挫折的應有態度，才能有效預防他們「翻賭」。

2.4. 重建有利社群 (Supportive Network)

讓父母、家人了解及參與治療計劃，從而觀察、鼓勵及糾正服務對象，去實踐出與人相處的技巧、解決問題的方法及運用金錢之道，發揮保墊作用，預防問題再出現及進一步惡化；並透過義工小組、興趣小組開拓服務對象的支援友群，減低其受不良朋輩之影響。

2.5. 重建健康生活 (Alternative Life)

為了取代他們從賭博活動中所獲得的樂趣及刺激，社工向他們提供另類活動，拓展他們的生活空間，改變問題青少年賭徒滿腦子賭博的「回憶」，抗衡心癮的誘惑。任何運動、音樂、潮流舞蹈、歷奇訓練等活動也可嘗試，讓他們培養出自己的興趣，甚至發展成為專長，讓他們將精力投放於建設性活動，從而獲得能力感、成就感，以及自信心。

教我如何理智面對「她」- 賭博

東華三院
平和坊(問題賭博輔導中心)
賭博治療師
潘玉儀

男人再到輔導中心，希望我可以協助他理智面對「她」。

我問男人：「這麼多年，苦多於甜，為何仍然放不下？」男人肯定答道：「她帶給我一生一世忘不了的經驗。當天身穿紅衣，天朗氣清。每一次得心應手、手到那來的那份順暢感覺，非筆墨可以形容。」自此，男人對「她」總是心存厚望，深信縱使今天「她」對他「冷漠」，只要他有無窮「追」的信心及耐性，「她」一定會再次令他重拾這股無可抵擋的自信及優越感。

我問男人：「這次難以致信的經驗，何曾出現？是否經常發生？能否預先確認或每次控制得到呢？」男人聽後，一面茫然，一副幻得幻失的表情掛於面上。男人似乎明白再「追」的無奈及絕望。數算多年的得與失，他終於下定決心，學習理智面對「她」- 賭博。男人深知自己對「她」的軟弱，訂下謝絕見面的無情規條，決心遠離「她」，以免再受荷包乾硬化之苦，重新學習拒絕「她」的藝術。

拒絕「她」，並不難。難在於男人是否真的對「她」死心，甘心願意放下一點的執著，抬頭把眼光放遠；重新認識自己的心底需要；時刻記掛「她」對他的傷害，引以為鑑；並樂意尋找生命中其他有興趣的替代品，填補心靈的空虛，成為自己生命的掌舵員。

我看著男人由被動變主動，由不知何時受操控變反客為主的積極行徑，讓我體會到生命再次燃亮的一刻，是多麼的美麗及燦爛！這亦是在輔導過程中，令我最刻骨銘心的片段。愛與恨，男人終於學懂處理，並為自己贏出漂亮的一仗，一場他從未想過會成功的仗。