

# Psymposium

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Psychologists' Association of Alberta

Understanding People | Working Together

Spring blooming, Waterton National Park, Alberta

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## Mission & Vision

The mission of the PAA is to advance the science-based profession of psychology and to promote the well-being and potential of all Albertans. PAA and its members are recognized leaders in enhancing the psychological health of all Albertans.

## Psymposium

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**Mental and behavioural health publicly funded services** must reach parity with funding for physical health and publicly funded services based on the burden of disease.

*A position statement of the Psychologists' Association of Alberta.*

**paa-ab.ca**



# Editor's Letter



*"Gratitude, however, is the quiet force that keeps us grounded. It enriches the work we do and relationships we build."*

By Michelle Vandegriend, Ph.D., R. Psych

**D**id you know that the earliest publication of Psymposium dates back to 1961? We have come a long way from the onset of the first publication.

Moving forward into 2025, I look back at the milestones we have achieved as a profession, the challenges we have overcome, the stories, and the inspiration. It is unquestionable the role that gratitude plays in our steps forward. As Psymposium launches another edition, I want to extend gratitude to all of our contributing columnists, volunteers, staff, members and readers who make it all possible. Your time commitment, insights, passion and dedication help bring much depth and diversity to Psymposium. Your contributions are valued and your impact is immeasurable.

In our fast-paced world it can become easy to get caught up in work deadlines, news headlines and the continuous push to do more in our world. It can be easy to get both overwhelmed and underwhelmed. Gratitude, however, is the quiet force that keeps us grounded. It enriches the work we do and relationships we build. In times of challenge, gratitude reminds us of why we do what we do. It transcends the daily grind and keeps us focused on a bigger picture.

As Editor-in-Chief, I am deeply grateful to be a part of an exceptional team behind every issue – both past and present, and welcome new members to the team. Each person brings a unique set of experiences, perspective and insight that makes it more than just a publication. It is a shared vision brought together by a collective effort in the mission to deliver meaningful and relevant content in our profession of psychology across the province. Without their contributions our pages would be empty. I am equally thankful to our readers. Whether you are reading the latest edition of Psymposium, conversing about an article with a fellow colleague, or sharing an idea you came across in an issue, you are an essential part of the steps forward.

Gratefully,

**Michelle**

PAA Member and Psymposium Editor-In-Chief

*Michelle Vandegriend, Ph.D., R. Psych.  
Certified Gottman Therapist*

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By Lori Pratt  
Interim CEO

# Notes from the Interim CEO's Desk: Mentorship in Psychology

*"Mentorship promotes a culture of collaboration within the profession of psychology, as it encourages a spirit of giving back and knowledge transfer."*

**M**entorship in any profession provides incredible value, but as I have heard from so many of you, it is particularly beneficial for psychologists.

Being a professional mentor in psychology is incredibly rewarding for both the mentor and the mentee. For the mentor, it offers an opportunity to reflect on their own practice, refine their skills, and stay up to date with developments in the field. It also provides a sense of fulfillment by helping shape the next generation of psychologists, passing on valuable knowledge, and fostering professional growth. Mentorship can enhance the mentor's leadership and communication skills, which are crucial in any career path. Additionally, mentoring allows for personal development through meaningful relationships and the satisfaction of contributing to the broader psychological community. Ultimately, it creates a collaborative and supportive environment that nurtures lifelong learning and ethical practice.

The collaboration strengthens both the mentor and mentee by enhancing skill development, expanding networks, and fostering a sense of accountability. Additionally, mentorship promotes a culture of collaboration within the profession of psychology, as it encourages a spirit of giving back and knowledge transfer. Through mentorship, both parties benefit from a deeper understanding of challenges and ethical solutions, cultivating a supportive environment for personal and professional development.

**PAA offers a members-only mentor matching program. Check out all the details on the [PAA website](#).<sup>1</sup>**



## Who can be a Mentor or Mentee?

Mentors are other members who have volunteered their time to support other members' careers, and mentees are members who are looking for support for their own careers. As long as you are a PAA Member, anyone can be a Mentor, a Mentee or both!

## types of mentor relationships



A **provisional psychologist** mentors a **registered psychologist** and teaches them about the latest technology in telepsychology.

A **graduate student** mentors an **undergraduate student** and helps them navigate applying to graduate school.



A **registered psychologist** with a private practice mentors another **registered psychologist** who would like to open a private practice.



Another resource on mentoring can be found on the [American Psychological Association's \(APA\) website](#).<sup>2</sup>

Consider becoming part of PAA's Mentor Match program.

**Lori Pratt,**  
PAA Interim CEO

## Full URLs for links included in this article:

1. [psychologistsassociation.ab.ca/mentor-match/](https://psychologistsassociation.ab.ca/mentor-match/)
2. [www.apa.org/members/content/booklet-mentoring.pdf](https://www.apa.org/members/content/booklet-mentoring.pdf)



## Find or become a mentor!

Mentor Match connects mentors and mentees form long lasting and rewarding mentorship relationships.

[paa-ab.ca](#) > Resources > Mentor Match

# Ethics Corner

## The Ethical Components of Terminating Therapy



***“It is crucial for clinicians to understand the difference between abandonment and termination.”***

By Harpreet Gill, Ph.D., R. Psych

*Dr. Harpreet Gill is PAA's Director of Professional Affairs, a program that assists members in learning about ethics and thinking through ethical dilemmas in their work as psychologists.*

**W**hen therapy ends, it can bring clinicians mixed emotions: positive feelings, accomplished feelings, doubts, fear, etc. It all depends on how the treatment ended. The ideal condition is when the client has achieved the treatment goals as initially outlined or the presenting problems/symptoms have significantly improved.

The other conditions when termination or a referral is warranted are when therapy comes to a point of stagnation, a new problem emerges beyond the clinician's competence, a conflict of interest surfaces, or a clinician has biased feelings that may harm the therapeutic relationship.

Ethical decision making when ending treatment requires sound clinical judgement to assess whether therapy is working or not; clarification of the goals of therapy and what it means for a client; and for a therapist, incorporating the virtues of prudence and humility, to understand and gain clarity without involving one's personal needs and feelings.

Ethical competence can be achieved in different ways. First, a robust informed consent process that outlines all the above is needed. Second, ensuring that the client is aware of it through the informed consent process at the beginning of therapy as well as throughout the therapeutic process is important.

Third, pre-termination counselling is a way of preparing both the client and the clinician to end therapy. In a session or two, the clinician could summarize the work done, what the client thinks and feels, any referrals required, ways to

restart therapy if the need arises or to say goodbye. This is also a way for the clinician to indulge in self-reflection about their own feelings, any transference, and ways to improve in the future.

It is also crucial for clinicians to understand the difference between abandonment and termination. Abandonment is when termination is not based on sound clinical and professional judgement and is done inappropriately.

On the other hand, clinicians who consider the values of competence, providing the best treatment for their clients, avoiding harm to their clients, etc., when ending treatment reflect that their decision was guided by the ethics code as well as good clinical judgement.

Psychologists encounter dilemmas when working with challenging clients and they decide to make referrals, but the clients refuse. This may lead to feelings of incompetence, ineffectiveness, guilt and sometimes relief which is called “transfer syndrome” (O'Reilly, 1987).

I have encountered situations where a client refused to end treatment even when I have decided—based on my sound clinical judgement—that therapy should end. This phenomenon is called “client dependency.”

A good, informed process that includes the termination process, pre-termination counselling, making excellent referrals, consultation are effective ways to manage termination.



# Anti-Racism and Psychology

## Culturally Responsive Supervision



*“In supervision, we process, dialogue, and offer nuanced ways to explore patients’ challenges related to upbringing, dominant narratives, and systemic oppression.”*

By Gina Ko, Ph.D., R. Psych

As a registered psychologist in Alberta, I have been supervising Registered Provisional Psychologists since July of 2021. I am the founder of [Ko Psychology](https://www.ko-psychology.com)<sup>1</sup> where we offer a culturally responsive and socially just lens and invite individuals from diverse backgrounds to reach out. We provide counselling psychological services in English, Cantonese, Punjabi, and Vietnamese. We work with individuals, couples, children, youth, and families. We explore identity, belonging, life transitions, work-related challenges, relationships, and other factors that bring patients to therapy.

All the provisional psychologists are incredibly dynamic, culturally sensitive professionals; they are also women of colour with various intersections to their identities. Many patients are from diverse cultural backgrounds with various intersectionality of ethnicity, gender, sexual orientation, age, ability, education, socioeconomic status, and religion. In June 2025, my team and I will be presenting at the Canadian Psychological Association to offer a workshop titled “Supervision and Cultural Responsivity: Supervisor and Supervisee Collaborations.” The term collaboration is essential to the supervision experience. Supervisees come to supervision with points to address, patient case conceptualizations, and questions to ask. I offer my perspective, ask questions, offer resources, and ideas. Through this generative and iterative process, we co-create ways forward for patients to heal and thrive.

As a supervisor, I have learned so much from supervisees and their patients. For example, when we address tendencies such as perfectionism, there could be layers of reasons patients from collectivistic ethno-cultural backgrounds could develop such lived experiences and behaviours. I ask questions about their upbringing, interactions with parents, felt expectations, and obligations. We may land on how such patients become people pleasers



because they want to live up to their immigrant parents’ expectations of them. They see how their parents sacrificed by leaving their home country and endured so much to survive with language and cultural barriers. Even when there is a leaning toward cutting contact with a parent due to their emotional volatility and the lack of following boundaries, patients still may want to please them, in part due to filial piety. Suggesting to patients that they should go no contact as a firm boundary may not fit.

Together, we create small steps that patients are ready to take, to care for themselves and to communicate to their parent that they need space (for example). When they have moved out, how would they negotiate their time visiting? In this process, self-awareness and cultural humility are needed to challenge assumptions and biases. In supervision, we process, dialogue, and offer nuanced ways to explore patients’ challenges related to upbringing, dominant narratives, and systemic oppression. We co-create optimistic ways to support patients in advancing their self-growth by suggesting acts of resistance and helping to cultivate resilience. We provide strengths-based, inclusive, and patient-centred interventions. My supervisees have shared how they feel heard and that the ideas I offer are helpful to their patients when they offer them. Being a supervisor and mentoring the new generation of supervisees is fulfilling and meaningful.

Full URLs for links included in this article:

1. [www.ko-psychology.com](https://www.ko-psychology.com)



## Board Notes

*“Deep relationships are a better predictor of happiness and health than money or status. It is a reminder that love, not material wealth, is the most essential resource.”*

By Mira Singh, R. Psych  
President, PAA Board of Directors

I welcome the arrival of spring after a long cold winter in Edmonton, but it also reminds me of the passage of time. The snow melts, the grass turns green, and I get a sense of renewal. Leaving the weight of my winter gear behind, my steps feel lighter, but this is also a time when I often find I can be preoccupied by something more profound. Recently, I have been hearing more people express a deep sense of despondency about the state of the world. Global crises, political unrest, and societal divisions tend to be the most common sources of concern. It is understandable how we can feel overwhelmed, even helpless at times. As difficult as it can be, hearing perspectives different from our own offers an opportunity to gain experience, to challenge what we believe, and, to form more informed, compassionate views.

With a focus on power, money, and resources, it is easy to believe there is not enough to go around. This scarcity mindset fuels competition, instills fear and magnifies inequality even when abundance exists. The world has enough food, enough wealth, and enough love, but unequal distribution of these resources skews our perceptions of what we have. When the impact of social media on our psyche is added the fear of scarcity extends beyond material goods into our emotional realm. The constant comparison to others can leave us with the impression that who we are and what we have is insufficient. The truth is love and connection are renewable resources that provide exponential returns on investment.

This is my favorite time of year to reflect on personal goals and sense of purpose. It can be difficult at times especially when the world around me seems to be changing with every blink of the eye. However, one thing that has remained

constant throughout my life is the fulfillment I find working in the service of others. Service breeds connection, and it is a major factor in happiness. The Harvard Study of Adult Development found that the most significant predictor of long-term happiness was the quality of our relationships. Deep relationships are a better predictor of happiness and health than money or status. It is a reminder that love, not material wealth, is the most essential resource.

Though we may feel helpless when it comes to world events, there is one thing over which we do have control - that is, how much love we contribute to the world. Through acts of kindness and working in the service of others, we are building healthy, connected communities while improving our own health and wellbeing. Fortunately, these resources are within our power to create and maintain. They exist in abundance. By shifting focus to what empowers us we can move the dial from despondency to hope.

The search for meaning in life may not be of importance to everyone, but if it is important to you then I would encourage you to find something that inspires your volunteerism and connection to the world around you. We are a community through our Association, and the PAA has many volunteer opportunities throughout the year. I hope you will consider getting involved as we head into the annual volunteer week in April. An excellent way to start is by nominating a peer or colleague for a [PAA Award](#).<sup>1</sup> The deadline is April 30.

Be well,

Mira Singh,  
PAA Board President

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Full URLs for links included in this article:

1. [psychologistsassociation.ab.ca/about/awards-recognition/](https://psychologistsassociation.ab.ca/about/awards-recognition/)



# Alberta Psychology in the Media

Media Engagements

December 2024 – January 2025

# 11

Media Pieces

## VIA

- » 880 CHED Radio
- » CTV News Edmonton
- » Global News Edmonton

## THANKS TO

- » Dr. Ganz Ferrance
- » Dr. Linda Hancock

## ON TOPICS INCLUDING

- » What happy people do and you can too
- » New Years resolutions
- » Being alone on Christmas
- » Wants or needs
- » Secrets
- » Taking control
- » Christmas
- » The significance of the New Year

If you or a colleague are interviewed through any media outlet (newspaper, radio, television), please contact PAA at [paa@paa-ab.ca](mailto:paa@paa-ab.ca) to advise us so we can include the information in our report.

## Psychology Shaping the Landscape

### Psychology Groups

- » APA Board of Professional Affairs
- » The Council of Professional Associations of Psychologists
- » The American Psychological Association
- » AHS Psychology Professional Practice Council

### Provincial Advocacy Groups

- » CMHA Alberta
- » Alberta Workplace Wellness Network
- » Alberta Women's Health Leadership Council
- » Health Coalition of Alberta

### Health Groups

- » The Alberta Pain Network
- » APS Working Group on Chronic Pain
- » Provincial Addiction and Mental Health Council
- » Family Physicians Collaborative Network for Pain & Addiction

### Target Response Groups

- » CMHA Rural Mental Health Project
- » Edmonton/Calgary Community Mental Health Action Committees



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[paa-ab.ca](http://paa-ab.ca) > Classified Ads

# Walking the Line: Navigating Risk in Practice

## Artificial Intransigence



*"It has always been and will always be the case that regulatory bodies move slower than innovations appear in our offices."*

By Dr. Terry Singh, Ph.D., ABPP

Many of us woke up one morning over the last month to find that the robot invasion has taken its next step in the march towards total integration in our lives. Yes, artificial intelligence ("A.I.") has now come for our inboxes, our phones, and our video call software, and there is precious little information out there as to how we are to manage it.

Responsible clinicians know to seek guidance from their regulatory bodies, and certainly the College of Alberta Psychologists (CAP) has been of great assistance to practitioners on a variety of fronts related to practice innovation, but it has always been and will always be the case that regulatory bodies move slower than innovations appear in our offices.

This is largely as it should be. After all, the folks at CAP are psychologists just like us, and they have no ability to apparate solutions to our practice dilemmas from the ether. Instead, CAP calls on those of us with relevant expertise, perhaps sets up a task force of some sort, from which practice guidelines may then arise. All of this takes time.

Do clinicians have the luxury of waiting around for guidance? In this instance, perhaps. There is no imperative, and certainly no requirement, to utilize A.I. in our practices. And, while we wait for such guidance, we can always consult with trusted sources. Last year, the Canadian Psychological Association released a briefing paper on *Artificial Intelligence and Psychology*, CAP's Fall 2022 issue

of their *Monitor* was focused on virtual care and related issues, and as far back as 2020 our own PAA released a Technology in Practice Taskforce Report, which includes a variety of practical recommendations for practice. It is difficult to see how a clinician confronted with this new technology would not benefit from reviewing these resources.

On the other hand, consider that the amount of A.I. that is incorporated into your practice tools today may very well be the least amount of A.I. that you use for the rest of your career. To borrow a phrase from an anthropomorphic, space-faring green cube: "Resistance may well be futile". Some of my fellow olds might find this thought depressing, while other of our colleagues may see opportunities. Regulatory guidance is certainly not required to engage in responsible practice; however, education and conscientiousness are.

As always, ultimately the responsibility falls to you, dear clinician, to consider if and how to incorporate such new technology into your practice responsibly. One way to start? Look two paragraphs up.

*Dr. Singh practises clinical and forensic psychology in Calgary, Alberta. The views reflected in Walking the Line are his own.*

*For future column suggestions, he can be reached at [drsingh@abfp.ca](mailto:drsingh@abfp.ca).*



## Psychology Unboxed Podcast

Hosted by Dr. Harpreet Gill, this podcast series addresses issues and topics for psychologists.

[www.mypaacourses.ca](http://www.mypaacourses.ca)

# Have You Accessed Your Member Benefits?

Your PAA membership includes benefits from many service providers. Enjoy group insurance rates for practitioner liability and health, stay on top of technology, and take advantage of discounted hospitality rates.

The logo for bms. features the lowercase letters "bms." in a bold, dark blue font, with a small orange square dotting the period.

Exclusive professional liability insurance for members of PAA.

The logo for thePersonal features a stylized icon of three people in blue and green, with the text "thePersonal" in a blue sans-serif font below it, and the tagline "Group rates. Preferred service." in a smaller font.

Offers members exclusive group rates and personalized coverage for your home and auto insurance needs.

The logo for Jane features the word "Jane" in a white, cursive script font, set against a teal rectangular background.

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The logo for TD features the letters "TD" in white, bold, sans-serif font, centered within a green square.

Premium savings on eligible TD Term Life Insurance policies.

The logo for GoodLife features the word "GoodLife" in a red, stylized font, with "CORPORATE WELLNESS" in a smaller, red, sans-serif font below it.

PAA members receive up to 20% off GoodLife membership.

The logo for LOGIN CANADA features a blue silhouette of a maple leaf with the words "LOGIN CANADA" in white, sans-serif font inside it.

PAA members can purchase psychology books at a 5% discount.

The logo for element features a green leaf-like shape inside a circle, with the word "element" in a green, lowercase font below it, and "BY WESTIN" in a smaller, black, sans-serif font.

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The logo for FOUR POINTS BY SHERATON features the words "FOUR POINTS" in a large, black, sans-serif font, with a small colorful icon to the right, and "BY SHERATON" in a smaller, black, sans-serif font below it.

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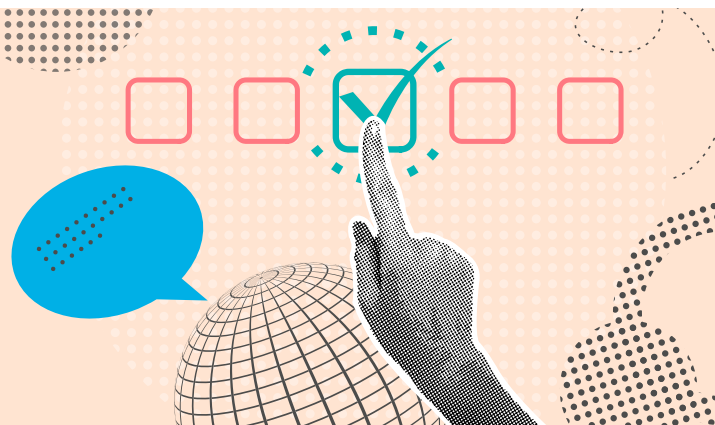
## Community of Practice Highlights



Are you looking to collaborate with other members who are passionate about psychology? Are you seeking information about upcoming opportunities and events? On our online platform Collaborate, we have communities and discussions for members in every stage of their careers.

Completing your education or applying to become a provisional psychologist? Check out our **Psychologists-in-Training** community to ask questions about the registration process. Working as a counselor or psychological assistant? Join our Professional Affiliates community to stay up to date on new information. Are you fully registered as a psychologist in Alberta? Explore our largest community for lively discussions about various topics in psychology. Collaborate is our online community for discussions, libraries of shared resources, events, and so much more. We are stronger together, and the sharing of expertise and support of one another benefits us all.

Have questions about Collaborate or a highlight to share? Don't hesitate to reach out to us at [membership@paa-ab.ca](mailto:membership@paa-ab.ca).



## We'd love to hear from you!

We are putting together our professional workshop schedule for 2025/2026. Let us know what you would like to see PAA host.

[www.surveymonkey.com/r/72B6ZGB](https://www.surveymonkey.com/r/72B6ZGB)

**2025**  
**2026**

## Don't forget to renew your PAA membership!

Renew by March 31, 2025 to enjoy:

- » PAA's Referral Service
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For more information, visit [paa-ab.ca](https://paa-ab.ca) > Membership

# Exploring Assessment in Professional Psychology

## Providing Documentation for Disabilities: Part II: Post-Secondary Education & Professional Exams



***"When you complete these forms, proceed thoughtfully. You are not only taking legal responsibility for your statements and potentially putting your reputation on the line, but you are also representing the broader profession of psychology."***

By Dr. Michael Lee Zwiers, R. Psych

**B**efore I address this new content, I want to take a brief look back at the original article written in the June 2024 Psymposium. I wrote Part I of this two-part series on the psychologists' role in providing documentation to support clients' applications for disability supports, services, accommodations, and benefits. The timing appears to have been serendipitous, as I have seen a burgeoning of clients seeking my support to complete the Canada Revenue Agency (CRA) Disability Tax Credit form for them. I turn some people away at the outset, clarifying that this is not a frivolous application to make in the hopes that one might be approved. The current eligibility standard is quite high, and a medical practitioner must certify that the individual has *"a severe and prolonged impairment in 1 of the categories, significant limitations in 2 or more categories, or receive therapy to support a vital function."*

Psychologists are authorized to provide information regarding impairments within the category of *Mental Functions for everyday life*. According to the CRA, this includes: adaptive functioning, attention, concentration, goal-setting, judgment, memory, perception of reality, problem-solving, regulating behaviour and emotions, verbal and non-verbal comprehension. That should be straightforward enough, right? But we must be aware that the CRA definition of each of these categories will likely not match your own. For example, the category of "Attention" is limited to only: a) the ability to demonstrate awareness of danger and risk to personal safety, or b) the ability to demonstrate basic impulse control. And the category of "Memory" refers only to the ability to remember: a) basic personal information (e.g. date of birth and address), b) simple instructions, or c) material of importance and interest to *themselves*. The CRA has also clarified that mental functions for everyday life do not include the ability to work, to do housekeeping activities, or to engage in recreational activities.

In addition, the CRA clarifies that an applicant is considered *markedly restricted* in performing mental functions necessary for everyday life only if they are: a) unable to do the activity, or b) it takes 3 times longer than someone of similar age

without the impairment, even with the use of appropriate therapy, medication, and devices. Finally, the restriction must be present *all or almost all the time* (generally at least 90%) and has lasted – or is expected to last – for a continuous period of at least 12 months. When completing an application, we must attest to each of these components.

Not only must you pay attention to carefully assessing these core areas of functioning, but you must also ensure that you have documentation for all the years that you certify. Recently, the CRA audited an application that I completed for a client, requesting that I provide all the documentation that I used to support my responses and ratings. They were particularly interested in historical documentation that covered the years before I met the client (e.g. prior psychiatric and psychological assessment reports). So, take heed and be sure you carefully document your decisions and retain the data that supported your ratings.

I also wanted to advise you of companies across Canada that support clients by preparing clinician letters to provide to you as the medical practitioner. These companies can be quite persuasive in trying to convince you to use their wording and adopt their ratings of the client. For example, a disability application coach indicated that my wording needed to be stronger or the client would not qualify. Of course, my goal is not to ensure that a client qualifies for the tax credit, but to ensure that the CRA has trustworthy information to help them decide based on their own criteria. When I provide context or examples, I try to distinguish client information that was objective or observed by myself from self-reports that I collected via an interview (i.e., *"She described her home as messy and disorganized..."*).

When you complete these forms, proceed thoughtfully. You are not only taking legal responsibility for your statements and potentially putting your reputation on the line, but you are also representing the broader profession of psychology which the government has entrusted with accurately completing these forms.

**Now to Part II: Providing Documentation for Disabilities in Post-Secondary Education and Professional Exams...**

**Read the full article:** [psychologistsassociation.ab.ca/wp-content/uploads/2025/02/Psymposium\\_fullarticle\\_ExploringAssessmentMarch2025.pdf](https://psychologistsassociation.ab.ca/wp-content/uploads/2025/02/Psymposium_fullarticle_ExploringAssessmentMarch2025.pdf)



*PAA Award winners celebrating at the 2024 Gala.*

## **PAA's 2025 Psychology Awards Program is open for new nominations. *Nominate a peer today!***

**Help us acknowledge and honour exemplars shaping the profession in meaningful ways.**

We rely on you to bring deserving nominees to our attention so that we can celebrate their contributions to psychology in Alberta. We look forward to honouring these exemplars at the prestigious PAA Gala in Edmonton this fall.

Visit our [Awards page](#) to learn more about the exceptional individuals we recognized last year and to access the nomination forms.



**We have six Lifetime Achievement & Excellence Awards and three Research Awards available:**

- » **Psychologist of the Year Award**
- » **John G. Paterson Award**
- » **Pettifor Lifetime Achievement Award**
- » **The Juanita Chambers Excellence in Community Service Award**
- » **Excellence in Clinical Supervision Award**
- » **Excellence in Teaching Psychology Award**
- » **Undergraduate Thesis Research Award**
- » **Masters' Thesis Research Award**
- » **Doctoral Dissertation Research Award**

**For more information, visit [paa-ab.ca](http://paa-ab.ca) > About Us > Awards & Recognition**



# The Universe Within

## Are We Still an Evolving Species?



*"Surely, we can find another way. Perhaps a different perspective is all we need."*

By Gwen Randall-Young, R. Psych

As a psychologist and author, I frequently find myself reflecting upon the human condition. Everyone is unique; millions have gone before us, and millions will follow, yet there never has been, or will be, another just like us.

At the same time, it seems that most of the tension existing between individuals or groups is based on the belief that others should be more like us. What a formula for monumental frustration! Think about it. What an excellent simulation: an exercise one might find at a corporate retreat on learning to work together and creating harmony.

Build a planet and populate it with a human species in which no two will ever be the same. Then build in a mind set that has high tolerance for similarities, and a low tolerance for differences. Imagine a lab experiment where you put dogs, cats and mice all in the same cage. Of course, there will be chaos and bloodshed, and the biggest and strongest will be in control.

So here we are in the earthly "cage", so often judging others because they are not like us, struggling for power and control, not doing all that much better than the animals in the experiment.

We see this between parents and children, where the parents want children to be more like them, and vice versa. In adult family relationships, there is often an odd one out who is unacceptable.

It happens in the workplace when an individual is "different", even though job performance is satisfactory, and of course it happens in communities and on the world stage.

Surely, we can find another way. Perhaps a different perspective is all we need. How different it would be if we had a reverence for all others. Anything less that we see in them is

the sum of our judgment or interpretation of them. It is those judgments and interpretations that create separation: without them we would be aware of our oneness.

It takes a big step back to really see this, and most often people are so enmeshed in their own interpretation that they cannot see it. Locked into a "one-interpretation" mode, it is natural to assume, of course, that it is right.

We need to let go of the assumption that our way is right, or better. We are each one of millions. How could it be that one culture, one country, one region or group has all the right answers, and everyone else the wrong ones? No matter how "right" we think we are, the impossibility of it being that simple in such a complex world should give us pause.

It is not about being right, is it? The human experiment could be about how well we can get along and understand each other. As long as we are "right" and they are "wrong".

When we shift our perspective to one of inclusion, only then will we have taken our next evolutionary step.



# Meet Our New PAA Team Members



## Madison Fankhanel

### Continuing Professional Development Officer

Madison Fankhanel is a recent graduate from the University of Alberta where she obtained her Bachelor of Science in Honours Psychology. She brings a handful of curriculum development and facilitation experience into this role, alongside many years of volunteer experience within the mental health sector. She is a “multipotentialite” with a strong passion for education, creativity, and addressing the mental health needs of Albertans.

**Have questions about upcoming events? Email Madison at [cpd@paa-ab.ca](mailto:cpd@paa-ab.ca).**



## Arim Kim

### Member Engagement Officer

Arim Kim is thrilled to be joining PAA as the new Member Engagement Officer. She attended the University of Alberta and graduated with a Bachelor of Science, majoring in psychology and a minor in linguistics. Her passion lies in advocating for the mental health of people of all genders, ages and races. She looks forward to working with everyone at PAA to advance the scientific and social field of psychology.

**Have questions about memberships? Email Arim at [membership@paa-ab.ca](mailto:membership@paa-ab.ca).**

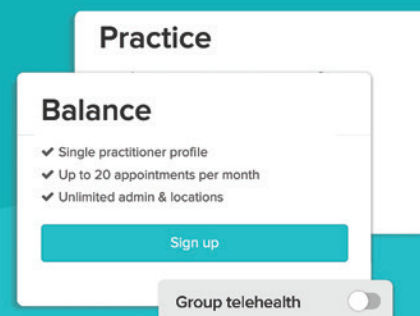
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**2025 PAA Virtual Annual  
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*September 5, 2025*

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# Continuing Professional Development

## Workshops & Webinars

In response to member needs and requests, we are proud to host professional development events and provide resources to support your career.



**Sport Performance:** It's not (only) what you think  
Edmonton:  
March 28: 9:00 a.m. - 4:00 p.m.

Calgary:  
May 2: 9:00 a.m. - 4:00 p.m.

**6CE Credit // In-person workshop**  
*Presenter: Matthew Bain*



**Bridging the Divide between Clinical and Cultural:** Indigenous Awareness Training  
Calgary:  
June 13: 8:00 a.m. - 12:00 p.m.

Edmonton:  
July 11: 8:00 a.m. - 12:00 p.m.

**4CE Credit // In-person workshop**  
*Presenter: Leigh-Anne Sheldon*



**EPPP Prep:** Memory Boosting Learning Strategies  
May 9: 9:00 a.m. - 12:00 p.m.

**3CE Credit // In-person workshop**  
**Calgary, AB**  
*Presenter: Michele Pentyluk, M.Ed.*



**Breaking the OCD Cycle:** The Power of Exposure and Response Prevention  
November 3: 9:00 a.m. - 4:00 p.m.

**6CE Credit // In-person workshop**  
**Calgary, AB**  
*Presenter: Janet Caryk*



**Decolonizing Supervision & Practice:** Iyiniwak Wisdoms for Wellness  
May 10: 9:00 a.m. - 4:00 p.m.

**6CE Credit // In-person workshop**  
**Edmonton, AB**  
*Presenter: Dr. Karlee Fellner*

## PAA Course Portal

Need more Continuing Professional Development credits before the end of March? Fit these online, asynchronous offerings into your schedule.

**Looking for other topics?** You can find our full library of continuing professional development opportunities online in the Course Portal.

**ETHICAL DECISION MAKING**

1 CE Credit  
Presenter: Dr. Harpreet Gill

**INFORMED CONSENT**

1 CE Credit  
Presenter: Dr. Harpreet Gill

**FOUNDATIONS OF PSYCHOLOGICAL ASSESSMENT**

40 CE Credit  
64 Lessons & 12 Modules

**CLINICAL SUPERVISION LEVEL 1: FOUNDATIONAL KNOWLEDGE**

40 CE Credit // 12 modules  
Presented by: Dr. Jeff Chang

**PAIN PSYCHOLOGY: AN INTRODUCTION TO CHRONIC PAIN MANAGEMENT APPROACHES**

6 CE Credit  
Presented by: Dr. Emily Moore

**EVIDENCE-BASED PRACTICE IN PSYCHOLOGY – WHAT IT IS & HOW TO DO IT**

1 CE Credit  
Presented by: Dr. Cody Guy House



# Have an Ethical Dilemma?

PAA's Professional Guidance Program can help.

## Consultations

Psychologists facing an ethical dilemma or clinical concern have the opportunity to discuss their concerns with the Director of Professional Affairs or a Practice Advisor and to access to a library of resources.

[Learn more](#)

## Webinars

The Professional Guidance Program offers webinars. Our newest webinar expands on our virtual ethics panel and includes discussion from panelists Dr. Ann Marie Dewhurst, Dr. Keith Dobson, Dr. Kerry Mothersill, and Dr. Roy Frenzel. More webinars are coming soon.

- » [Informed Consent](#) – 1-CE Credit
- » [Ethical Decision Making](#) – 1-CE Credit
- » [Navigating Ethical Challenges: Professional Opinions in Psychology](#) – 1-CE Credit

## Lunch N Learn

PAA's Director of Professional Affairs, Dr. Harpreet Gill, can provide a tailored in-person presentation on ethical topics for your team or staff.

**Contact our Guidance Team to learn more:** [guidance@paa-ab.ca](mailto:guidance@paa-ab.ca).

## Psychology Unboxed Podcast

We have launched five episodes of the Psychology Unboxed Podcast. You can find all episodes in the PAA Course Portal. Enroll to listen.

- » [Episode 1:](#) with Dr. Terry Pezzot-Pearce
- » [Episode 2:](#) with Dr. Brent MacDonald
- » [Episode 3:](#) with Carmen Bellows
- » [Episode 4:](#) with Dr. Michael Zwiers
- » [Episode 5:](#) with Dr. Nathan Beaucage



## Ethics Corner

Read the latest column by Dr. Harpreet Gill: On page 6.

*"It is also crucial for clinicians to understand the difference between abandonment and termination."*

*The Ethical Components of Terminating Therapy.*

# SOMATIC ATTACHMENT PSYCHOTHERAPY

## 2 Year Online Training

with Lisa Mortimore, PhD & Stacy Adam Jensen, MEd

Early attachment injuries forge a neurophysiological and psychological template of self and impact affect regulation, relational functioning, and distort one's internal working model(s). The heart of this training explores the etiology and reparation of insecure attachment, weaving attachment theory, relational psychodynamic practice, affect regulation, and somatic psychotherapy.

MAY 2025 COHORT: Registration Open



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evolution of psychotherapists ~*



[www.bringingthebody.ca](http://www.bringingthebody.ca)

# Find community and **Collaborate.**

Join your peers on *Collaborate*: PAA's members-only online community for discussions, shared resources, member directory, and much more.

For more information, visit [paa-ab.ca](http://paa-ab.ca) > Collaborate



# Join our Referral Service and grow your practice.

Are you marketing your private practice effectively? We've launched a referral service that can help connect you with Albertans seeking professional support.

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The PAA Referral Service provides the public with the contact information of registered psychologists who match their region and/or desired area of expertise. The Referral Service is an ideal advertising strategy for those in private practice looking to grow.

**Early Career, Provisional, and Lifetime members are eligible for the Referral Service too!**

## **Already on the Referral Service?**

Use our series of videos for your marketing purposes.

## **Don't have the time to create your referral profile?**

Leverage the skills of PAA staff to construct a referral profile personalized to you, featuring a bio, emphasizing your key strengths, incorporating your photo, and optionally showcasing a video.

In December 2024 and January 2025, we averaged

**1,631**  
referrals/month. That's  
**53**  
per day.

Renew/purchase your referral service for 2025/2026.

Visit the PAA website > Membership > Purchase or Renew Membership > 2025/26 > 2025/26 Memberships, and scroll down to Add On Services.