















- apy through a cultural lens. In M. McGoldrick (Eds.), *Revisiting Family Therapy: Race, Culture and Gender in Clinical Practice* (pp. 3-19). New York, NY: Guilford Press.
- McMahon, A., & Ledden, K. (2019). Recording client sessions during psychotherapy training: From 'an absurd idea' to 'potent learning'. *Counselling and Psychotherapy Research*, 19(3), 241-251.
- Nissen-Lie, H. A., Monsen, J. T., & Rønnestad, M. H. (2010). Therapist predictors of early patient-rated working alliance: A multilevel approach. *Psychotherapy Research*, 20(6), 627-646.
- Nissen-Lie, H., Rønnestad, M. H., Høglend, P. A., Havick, O. E., Solbakken, O. A., Stiles, T. C., & Monsen, J. T. (2015). Love yourself as a person, doubt yourself as a therapist? *Clinical Psychology & Psychotherapy*, 24(1), 48-60.
- Nyman, S. J., Nafziger, M. A., & Smith, T. B. (2010). Client outcomes across counselor training level within a multitiered supervision model. *Journal of Counseling & Development*, 88(2), 204-209.
- Pieterse, A., Lee, M., Ritmeester, A., & Collins, M. (2013). Toward a model of self-awareness development for counseling and psychotherapy training. *Counselling Psychology Quarterly*, 26 (2), 190-207.
- Rogerson, M. D., Gottlieb, M. C., Handelsman, M. M., Knapp, S., & Younggren, J. (2011). Non-rational processes in ethical decision making. *American Psychologist*, 66(7), 614-623.
- Smith, T. S., McGuire, J. M., Abbott, D. W., & Blau, B. I. (1991). Clinical ethical decision making: An investigation of the rationales used to justify doing less than one believes one should. *Professional Psychology: Research and Practice*, 22(3), 235-239.
- Shepherd, L., Salkovskis, P., & Morris, M. (2009). Recording therapy sessions: An evaluation of patient and therapist reported behaviours, attitudes and preferences. *Behavioural and Cognitive Psychotherapy*, 37(2), 141-150.
- Storey, J. (2016). Hurting the healers: Stalking and stalking-related behaviors perpetrated against counselors. *Professional Psychology: Research and Practice*, 47(4), 261-270.
- Walfish, S., McAlister, B., O'Donnell, P., & Lambert, M. J. (2012). An investigation of self-assessment bias in mental health providers. *Psychological Reports*, 110(2), 639-644.
- Wampold, B. E., & Brown, G. S. J. (2005). Estimating variability in outcomes attributable to therapists: a naturalistic study of outcomes in managed care. *Journal of Consulting and Clinical Psychology*, 73(5), 914-923.
- Williams, E. (2003). The relationship between momentary states of therapist self-awareness and perceptions of the counseling process. *Journal of Contemporary Psychotherapy*, 33, 177-186.
- Williams, E. (2008). A psychotherapy researcher's perspective on therapist self-awareness and self-focused attention after a decade of research. *Psychotherapy Research*, 18(2), 139-146.
- Wolf, A., Goldfried, M., & Muran, C. (2017). Therapist negative reactions: How to transform toxic experiences. In L. Castonguay & C. Hill (Eds.), *How and Why Are Some Therapists Better Than Others?* (pp. 175-192). Washington, DC: American Psychological Association.

Non-commercial use only

Online supplementary material:

1. Glossary.
2. Supplementary Table 1. Final coding system for quantitative analysis of interview data.
3. First interview guide / Second interview guide.