



Lausanne, 17th July 2026

Subject: Revised EMDR Europe Accreditation Frameworks and our vision for Competency-Based Consultation

Dear EMDR Europe Consultants,

First and foremost, we would like to express our sincere gratitude for your dedication, expertise, and commitment to the development of EMDR therapists throughout Europe.

As Consultants, you play a unique and essential role within EMDR Europe. You are not only responsible for helping maintain the quality and standards of EMDR therapy across Europe, but you are also the individuals who guide, support, inspire, and mentor the next generation of EMDR Practitioners and Consultants. *The future of EMDR Europe depends in large part on the work that you do.*

As the EMDR Europe Practice Committee, together with the Executive Committee, Standards Committee, and Child & Adolescent Committee, we have recently revised the accreditation and re-accreditation frameworks. These revisions reflect a broader vision of consultation as a competency-based learning process, rather than a process primarily focused on evaluation.

We would therefore like to take this opportunity to share our vision regarding consultation and invite you to consider implementing these principles in your own consultation practice, if they are not already part of your current approach.

Consultation as a learning process

At EMDR Europe, we believe that consultation is fundamentally about learning, growth, reflection, and professional development. Our role as Consultants is not merely to determine whether a consultee meets a standard. Our role is to help them develop the competencies required to meet that standard. *Accreditation is not about perfection.* Rather, we are helping consultees develop competence, confidence, sound clinical judgement, and professional flexibility. *Good enough is often exactly that: good enough.*

Our task is to support clinicians in becoming increasingly competent, reflective, and effective practitioners. Maintaining standards remains essential, but standards are best upheld through mentorship, support, accountability, and professional development rather than through fear or gatekeeping. Our goal is not to create barriers. *Our goal is to help clinicians continue their accreditation journey and become active members of the EMDR Europe accredited community.*



The role of video in competency development

One of the most important aspects of a competency-based consultation process is the use of video. We would like to be absolutely clear that video review should not be viewed as an examination process. If consultation is experienced as an examination, consultees will naturally be inclined to submit only those recordings that they perceive as their very best work. While understandable, this approach often limits opportunities for learning and professional development. *We encourage Consultants to view video recordings primarily as learning tools rather than assessment tools.* In fact, some of the richest learning opportunities arise from sessions in which therapists encounter challenges, make mistakes, feel uncertain, struggle with case conceptualization, or are unsure which intervention would be the best fit. These moments provide invaluable opportunities for reflection, discussion, and competency development. A consultee who is able to reflect upon a difficult moment, explain the rationale behind clinical decisions, discuss alternative interventions, and demonstrate an understanding of EMDR principles, may be showing significant competence—even when the session itself was not perfect.

For this reason, *we encourage the use of multiple videos throughout the consultation process.* The goal is not to demonstrate perfection. The goal is to demonstrate learning, clinical thinking, and the ongoing development of competence.

We therefore *encourage Consultants to introduce the use of video early in the consultation process and to normalize it from the outset.* Consultees should understand that reviewing recordings is a routine and expected part of consultation—not something reserved solely for accreditation submissions. When video review becomes a normal part of consultation, consultees are often more willing to share their work, discuss challenges openly, and engage honestly in self-reflection. This creates a richer and more authentic learning environment.

Role-play can also be an extremely valuable complementary learning strategy. It allows consultees to practice interventions, explore alternative responses, increase confidence, and receive immediate feedback in a supportive environment.

Perhaps most importantly, we encourage Consultants to communicate a simple but powerful message: mistakes are expected, mistakes are normal, and mistakes are often where the most valuable learning takes place.

Your role as Consultant

As Consultants, our role extends far beyond teaching protocols or evaluating performance. We serve as mentors, guides, motivators, sparring partners, and role models, helping clinicians develop not only their knowledge of EMDR but also the clinical reasoning, confidence, flexibility, curiosity, and professional judgement required for effective practice.

Rather than simply telling consultees what to do, we help them learn how to think clinically, reflect critically, and make informed decisions that best serve their clients. We inspire as well as guide, encouraging consultees to remain curious, tolerate uncertainty, and continue learning even when they do not yet have all the answers. By fostering reflection rather than dependence, and growth rather than mere evaluation, we support the



development of thoughtful, confident practitioners whose goal is not perfection, but the delivery of effective and compassionate care.

Creating a safe learning environment

One of the most important responsibilities of a Consultant is to create a learning environment in which consultees feel safe, respected, and supported in their professional development. Meaningful learning is most likely to occur when relationships are built on trust, collaboration, and mutual respect.

As Consultants, we can foster this environment by normalizing the challenges inherent in learning EMDR, encouraging honest reflection and self-disclosure, and providing feedback that is both direct and compassionate. Effective consultation involves listening to understand rather than listening to evaluate, asking clarifying questions, and creating opportunities for genuine dialogue rather than one-way instruction. It also requires sensitivity to differences in culture, background, learning style, and experience, as well as the integration of trauma-informed principles into the consultation process.

Many consultees experience uncertainty, self-doubt, or shame when presenting difficult cases or recordings that did not go as planned. A psychologically safe learning environment allows consultees to take risks, reflect honestly, and continue developing their skills with confidence.

Building confidence through feedback

Feedback is one of the most powerful tools available to Consultants in supporting professional growth and competency development. Effective feedback goes beyond identifying areas for improvement; it also involves recognizing and reinforcing strengths. By highlighting specific examples of what consultees are doing well, offering constructive feedback that promotes learning, and encouraging reflection on how feedback is received and applied, Consultants help create an environment in which growth can flourish. Meaningful consultation also includes collaborative discussions about next steps and future learning goals, allowing consultees to take an active role in their own development. Confidence develops when clinicians experience both support and appropriate challenge. The purpose of feedback is therefore not to create anxiety about performance, but to foster reflection, build competence, and support ongoing professional growth.

Structuring Consultation effectively

Effective consultation is supported by clear structure, transparency, and shared expectations. Establishing a clear framework from the outset helps consultees understand what is expected of them and creates a foundation for meaningful learning and professional development. Consultants can facilitate this process by providing appropriate resources and guidance, sharing relevant materials in advance, and encouraging consultees to identify questions or learning goals before consultation sessions. Consultation is often most effective when discussions begin with the broader case conceptualization before focusing on specific session details, allowing clinical decisions to be understood within the wider treatment context. By identifying strengths alongside opportunities for growth and encouraging active discussion among consultees as professionals with



valuable knowledge and experience of their own, Consultants create a collaborative learning environment that promotes clinical thinking, competency development, and ongoing professional growth.

Shared ownership of the learning process

One important principle within the revised competency-based framework is that the accreditation process belongs to the consultee. We therefore strongly encourage Consultants to use the competency framework as a shared working document. The competency form should be accessible to both Consultant and consultee throughout the consultation process. *It should not function merely as an administrative record or assessment tool.* Rather, it should serve as a roadmap for learning, reflection, competency development, and professional growth. This is the consultee's learning journey. Our role is to support that journey.

Reflections from the EMDR Europe Consultants Day

Many of the principles reflected in the revised competency-based frameworks were strongly reinforced during this year's EMDR Europe Consultants Day. We would particularly like to thank Deany Laliotis for her inspiring contribution. Her reflections highlighted the importance of mentorship, curiosity, collaboration, psychological safety, clinical thinking, and the normalization of mistakes as essential ingredients for professional growth. These messages closely align with the vision underpinning the revised accreditation frameworks and the competency-based consultation model we hope to promote throughout EMDR Europe.

Participate in future EMDR Europe Consultants Days

We would also like to *encourage all Consultants to participate in future EMDR Europe Consultants Days.* These events provide invaluable opportunities to learn from leading experts, reflect on consultation practice, discuss challenges, exchange experiences, maintain high standards, and continue your own professional development as a Consultant.

Looking forward

As EMDR Europe, we kindly invite all Consultants to review their current consultation practices and, where appropriate, incorporate these principles into their work. Together, we can continue to build a consultation culture that combines high standards with encouragement, accountability with support, and excellence with humanity. By fostering motivation, curiosity, reflection, mutual respect, and a genuine commitment to learning, we can help more clinicians continue their accreditation journey and become confident EMDR Europe Practitioners and Consultants.

Thank you for everything you do for EMDR Europe and for the many clinicians whose professional development you support every day.



Should you have any questions regarding the revised frameworks or require assistance during implementation, please do not hesitate to contact us. We are more than happy to provide support, guidance, and clarification wherever needed.

With warm regards,

Sincerely,

A handwritten signature in black ink, appearing to be 'OP'.

Olivier Piedfort-Marin Ph.D.
President
EMDR Europe Association

A handwritten signature in black ink, appearing to be 'Ytje van Pelt'.

Ytje van Pelt
Chair of the Practice committee
EMDR Europe Association