

# The Case of Andre



Andre is a 40-year-old cisgender, African American man who is seeking counseling due to feelings of anxiety and depression after being fired from his place of employment. Andre, who was employed as a plant supervisor, explained that he was fired from his job 1 month ago due to low ratings on back-to-back performance evaluations. Since that time, Andre has experienced an overwhelming sense of sadness and worry and has made little effort to find new employment. In the excerpt below, the therapist speaks with Andre, exploring central themes in his automatic thoughts, and how these themes may reflect underlying core beliefs.

**Therapist:** So, I understand that you've been sad and worried since you were fired from your job.

**Andre:** Yes. I haven't been able to do anything. I know I need to look for another job, but I just don't feel like it.

**Therapist:** It sounds like you're pretty overwhelmed by this situation. What thoughts go through your mind when you think about looking for a new job?

**Andre:** I guess I just don't see a point. I thought I would do well as a plant supervisor, but as soon as I got the position, I started second guessing myself. Whenever my operations manager observed me on the floor, I had a hard time remembering things and had to ask for help. I don't know if I can handle being a supervisor, but my family can't survive on a lower paying job. It seems like things never work out for me.

**Therapist:** Andre, I hear that you're feeling defeated in your search for a new job.

**Andre:** Yes.

**Therapist:** It also sounds like you felt so nervous when being observed by your operations manager that you even had problems with your memory. Tell me, how did your feelings in this situation reflect your experience as an African American supervisor at the plant?

**Andre:** It's like I was held to a higher standard of performance. Other supervisors did the bare minimum and were never criticized, but I had to go above and beyond to prove my worth. And it still wasn't good enough. Maybe I should just stick to working on assembly lines.

**Therapist:** And if that were true, if your efforts aren't good enough and you should stick to assembly lines, what would that mean about you?

**Andre:** I guess it means I'm not good enough...

# Breakout Questions

•What relevant cultural experiences are evident in the case of Andre?

•What specific core beliefs and compensatory strategies are evident in this case?

•Based on Andre's history and presenting concerns, what goals and interventions might be appropriate for his treatment plan?