



# CHRYSALIS CENTER

INTEGRATED PSYCHOLOGICAL HEALTH

## POSTDOCTORAL FELLOWSHIP IN PRIVATE PRACTICE

PROGRAM MANUAL  
2021-2022

TRAINING COMMITTEE:

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## THE CHRYSALIS VISION

*Helping humankind find greater well-being, meaning, and purpose in life through continual development and authentic connections.*

*Chrysalis Center* aspires to provide integrated psychological health services that value the complexity of the human mind and experience. This includes a respect of cultural, social, familial, biological, and individual factors that shape one's experience in life. Beyond alleviation of problematic symptoms, we aim to increase well-being and resilience through a more fully experienced and meaningful life.

At the *Chrysalis Center*, we do not treat diseases; we treat people. We understand that the mind, body, and their interactions are complex- too complex to be healed from treatments prescribed for a disease rather than a person. As we continue to grow, we will provide ancillary services that include, but are not limited to: yoga, diet/nutrition, sleep, meditation, etc.

Our mission at the *Chrysalis Center* is also to help communities at a broader systemic level. We want to provide a psychological presence in social and professional spaces through outreach, education, research, training, and shared clinical wisdom. We strive to create deeper, fuller, and more meaningful lives through authentic connection, one person and community at a time. We aim to cultivate a collaborative healing process, with our patients and with each other.

## HISTORY

Though the center officially started in 2019, *Chrysalis* has been growing conceptually over many years. A chrysalis is the protective shell, akin to a moth's cocoon, from which a butterfly emerges. This intrinsic transitional state of development is made possible through the protective and nurturing environment that the chrysalis provides. While this phenomenon is observed throughout the natural world, it's important to note that humans also possess this innate capacity to grow, given the right environment.

With more than three decades of combined experience working across multiple therapeutic settings, the *Chrysalis* partners have had ample time to form ideas about ways to improve traditional psychological care. Certain drawbacks to common approaches of psychological intervention became obvious, and few existing centers addressed these concerns. *Chrysalis* was born from a desire to provide better care.

At a time when psychological treatments are moving towards generic, one-size-fits-all interventions based on reductionistic disease models of mental health, *Chrysalis* believes the individual should be known and understood through their unique personality and experiences. *Chrysalis* believes in combinations of integrative practices, tailored to the individual. We consider the entire person, including their context and development across time, prior to making recommendations.



## CLINICAL APPROACH

At *Chrysalis*, the therapy process is a collaborative one, in which the professional knowledge of the therapist and the subjective wisdom of the individual mutually determine the path. This collaborative process becomes evident in the initial assessment phase, which is intended to provide a more thorough understanding of the current functioning and personality of the individual, couple, or family. This assessment also identifies relative strengths to be maximized. While we address and work to improve the symptoms causing suffering and difficulty in patients' lives, we additionally aim higher.

One should not just survive but rather build upon his or her strengths in order to thrive. Our approach is grounded in science, clinical experience, and continuous collaborative calibration with each person or group. Consequently, a patient at the *Chrysalis Center* should navigate and complete treatment with greater happiness, meaning, purpose, and more fulfilling relationships.

## CULTURE

While *Chrysalis* doctors and providers have various interests and specialties, we all share core values. We value the complexity and integrated nature of the process of psychological growth. We appreciate just how deeply our personalities are embedded in relationships, from infancy to current interactions, and we respect how this translates to the therapy relationship.

We believe in kindness, respect, and the autonomy of the individual in the therapy process. We value engagement within organizations, communities, research, and scholarship. Lastly, we all seek to cultivate a collaborative therapeutic process with one another.

## VALUES

- The significance of authenticity, connection, and integrity in relationships.
- Truly personalized services, due to the highly unique nature of each person and relationship.
- Recognition of how we are all embedded within our family, social, cultural, and other groups.
- Respect for the complex connections of the body, brain, and mind.
- Human development as a lifelong process and symptoms as guideposts for personal growth.
- A staff that is committed to continual growth and professional development.
- Commitment to connecting with all our neighbors, regardless of circumstance or station in life.
- A desire to enhance living, in addition to reducing difficult symptoms.

We cultivate a professional environment that supports both the personal and professional growth of each therapist. We believe that therapists who are supported and passionate about their work are more engaged and available to their patients. This enthusiasm is palpable at *Chrysalis*. We enjoy and find great meaning in the difference we can make within the treatment rooms, communities, and elsewhere.



## COMMUNITY IMPACT

Most spiritual, theoretical, and philosophical disciplines understand humans as social creatures who possess an innate drive to grow, develop and seek intimacy with others, and at *Chrysalis* we believe this to be true. If humans aren't seeking connection, they're likely engaged in avoiding it. Either way, consideration of how to relate to the group around us requires hefty expenditures of mental and emotional energy.

At *Chrysalis* we also believe that principles guiding individual human behavior can be generalized to groups. The ways we treat ourselves are the same ways we treat our families, friends, and communities. The internal barriers we have to treating ourselves with self-respect and kindness play out on a grander scale between groups of people in our communities and world.

*Chrysalis* providers are interested in impacting our communities. We are students of the emerging literature on community psychoanalysis and the use of these and other psychotherapeutic techniques for community intervention. We believe in using these techniques to foster connection with and among all our neighbors, regardless of race, gender, economic, educational, or class related stratifications.

Specifically thus far, we have engaged with local school campuses to present on careers in psychology and to work with counselors over loss and grief in the schools. We have organized talks in our community to deepen mutual understanding around racial tensions. We are making plans with local and international organizations to offer psychological services to underserved populations. Additionally, we serve as consultants and planners to a mentoring project between refugee/immigrant students and local high schoolers along with curriculum development around safe conversations across divides

Community intervention is an important part of our mission at *Chrysalis*, and we will continually use our training in the science and art of human interaction to make our corner of the world a better place.



## PROGRAM OVERVIEW

The *Chrysalis Center* is committed to training future psychologists who want to hone their conceptual understanding, strengthen intervention skills, gain experience with different treatment modalities, deepen their understanding of their professional identity, and give back to their communities. We adopt a developmental approach that emphasizes curiosity and exploration of relational dynamics that occur between the **Postdoctoral Fellow** and their patients as well as the **Postdoctoral Fellow** and their supervisors.

Our **Training Committee** believes that optimal development occurs within a supportive relationship that values authenticity, self-reflection, and mutual commitment to growth. It is our goal to help each trainee increase their responsibility, capabilities, autonomy, and confidence throughout the training year.

The *Chrysalis Center's Postdoctoral Fellowship in Private Practice* is a comprehensive 12-month training program for therapists with a Ph.D. or Psy.D. in Clinical or Counseling Psychology. During this time, **Postdoctoral Fellows** will learn how to build and maintain a private-pay psychotherapy practice, grow psychotherapeutic skills, and develop their professional identity as they prepare for full licensure.

**Postdoctoral Fellows** have the opportunity to provide psychoeducational presentations and consultation to medical professionals, school districts, and other pillars of the Dallas-Fort Worth community. Depending on availability and the **Postdoctoral Fellow's** interest, there may be opportunities to provide supervision to doctoral-level practicum students from nearby universities during the second half of the training year.

The **Postdoctoral Fellowship** is designed to allow soon-to-be licensed psychologists to build their own private practices without overhead. We have adopted a financial model that provides the security and consistency of a base salary with the incentive of a bonus structure. By the end of the training year, **Postdoctoral Fellows** are expected to have a full caseload and be prepared for a smooth transition into independent practice.

## FINANCIAL MODEL AND BENEFITS

- \$40,000 base salary\*
- 35% bonus after training expenses are recouped\*\*
- Two weeks of paid vacation
- Furnished office space, electronic health record, marketing materials (professional headshot, business cards, website profile)
- Funding for professional development opportunities
- Patient referral overflow and newly generated referrals from *Chrysalis Center's* established referral networks

\*The **Postdoctoral Fellow** is classified as a 1099 contract employee. Federal taxes are not withheld and are the responsibility of the **Postdoctoral Fellow**.

\*\*The performance-based bonus is an opportunity to earn an additional 35% of generated income, uncapped, at the end of the training year for all earnings after the *Chrysalis Center* recoups training expenses (typically \$73k). For example, **Postdoctoral Fellows** who average 18.25 patient hours per week at an average rate of \$100/hour over the first 40 weeks, the bonus would be in place for the final 10 weeks of the training year to be paid out upon completion of the program.



## WHAT TO EXPECT

### **Gradual increase of cases**

**Postdoctoral Fellows** work closely with their supervisors and Clinical Training Coordinator to balance their caseload growth in a way that is not overwhelming yet is sufficient to meet training requirements. Based on our experiences, we have determined the target for **Postdoctoral Fellows** is 20-25 sessions per week.

### **Two hours of weekly individual supervision with different supervisors**

The two hours are split between meetings with Drs. Pulliam and Dodd (times vary based on individual schedules). Our supervisors have training and expertise across many different areas, and we believe the opportunity to work with multiple supervisors enhances the overall breadth of the training experience.

### **Weekly Consultation Group with Chrysalis staff (Fridays at 11am)**

All clinicians, regardless of developmental level or discipline, meet together to discuss readings/videos/podcasts, review cases, process group dynamics, and provide/receive support. Video of sessions will be incorporated into the consultation at times.

### **One hour of Clinical Seminar (Fridays at 1pm)**

Clinical Seminars consist of a series of structured workshops, didactic training, videos, and process discussions based on a combination of *Chrysalis Center* staff's expertise and **Postdoctoral Fellows'** interests.

### **Assist in Community Impact initiatives**

The training program serves a crucial function in *Chrysalis Center's* **Community Impact** mission. Aligned with *Chrysalis Center's* commitment to social advocacy, some of the **Postdoctoral Fellow's** time and professional services will be volunteered to assist in supporting underserved communities (pro-bono crisis work, facilitating therapeutic services to underserved populations, moderating multicultural community dialogues, etc.). **Postdoctoral Fellows** are encouraged to come up with unique and innovative ways to give back to our community.

### **Define your work schedule**

Apart from the aforementioned activities, **Postdoctoral Fellows** can schedule patients with flexibility to maintain a work-life balance that is sustainable. Each clinician at *Chrysalis* has tailored their individual schedules to best fit their needs.

### **One hour per week of EPPP/licensure preparation**

**Postdoctoral Fellows** should schedule one hour of EPPP study/licensure preparation per week at their discretion. The licensure process can be a long, arduous process, though one in which you will be supported so you can practice independently upon completion of the program. Hard-copies of study materials from PsychPrep are provided.



### **Management of patient fees**

Patients at *Chrysalis* are private-pay and the regular rate for **Postdoctoral Fellows** is \$135 per 50-minute session. *Chrysalis* has a 24-hour cancellation policy, and any late cancellations or no-shows are charged the full session fee. Some patients opt to file out-of-network benefits through their insurance. Reimbursement of supervised services is based on specific insurance company policy. Through consultation with their supervisor, **Postdoctoral Fellows** may offer sliding-scale fees of patients to ensure greater access to care.

### **Work with diverse populations**

Most patients come from the Dallas-Fort Worth area and we strive to maintain caseloads that vary in cultural diversity with regard to education, class, race/ethnicity, religion, sexual orientation, and gender identity.

### **Networking with other professionals**

Part of sustaining a successful private practice is building and fostering professional connections. **Postdoctoral Fellows** will be introduced to the *Chrysalis Center's* extensive connections in the community along with establishing their own professional relationships.

### **Flexibility to hone your interests in a particular area**

While the emphasis of the **Postdoctoral Fellowship** is to learn how to provide services in a private practice setting, we want to tailor the training experience to meet the needs of each **Postdoctoral Fellow**. We encourage you to cultivate your passions during the training year and beyond.

### **Varied psychotherapeutic experiences**

Whether it's individual adults/adolescents/children, couples, families, groups, teams, and communities there are no limits to who you can serve in private practice. **Postdoctoral Fellows** are encouraged to stretch their wings and explore their therapist identity.

### **Consistent support**

We have been intentional about creating a culture where all *Chrysalis* staff feel supported both professionally and personally. **Postdoctoral Fellows** always have access to the Clinical Training Coordinator and their supervisors in the event of a patient crisis or emergency.

### **Starting your career**

At the end of the training year, **Postdoctoral Fellows** WILL NOT be subject to a non-compete agreement if they would still like to practice in the area. We believe that patients who have established a therapeutic alliance with their therapist should continue in that relationship, and that it would not be fair or ethical to ask those patients to stay with *Chrysalis* if their therapist chooses other opportunities. However, were it mutually determined that there was a good fit, there are opportunities for **Postdoctoral Fellows** to stay with *Chrysalis Center* as we continue to grow.





## CLINICAL SEMINAR

The Clinical Seminars have been developed to cover areas of competency needed to operate a successful private practice, learn different therapeutic approaches, and discuss clinically relevant topics. We also take into consideration the specific interests of each Postdoctoral Fellow to tailor their training experience. The format of the Clinical Seminar will vary from didactic presentations, workshops, videos, and facilitation of group discussion and process. There will also be opportunities throughout the year that arise through various external organizations for training experiences.

The following is a list of topics that will be covered in the Clinical Seminar, though it is not exhaustive and is subject to change as needed:

Program Orientation	Mentalization
EPPP/Licensure Process	Field Theory
Business 101	Managing Multiple Relationships
Initial Intake/Assessment	Attachment Theory
Psychodynamic/analytic Orientation	Couples/Family Systems
Integrative Therapy	Relational Acceptance and
Trauma	Commitment Therapy
Personality	Working with LGBTQIA+
Severe Presentations	Intro to CEUs
Object Relations	Supervision

## SUPERVISION OF SUPERVISION

If a **Postdoctoral Fellow** is interested in supervising a practicum student (if available), they will have an opportunity to do so in the second half of the training year, typically starting during the practicum student's spring semester. During this time, the **Postdoctoral Fellow** will meet with the Clinical Training Coordinator for one hour per week for supervision of supervision. The time will be used to discuss the supervision process, the relationship between supervisor and supervisee, and any clinical issues that may arise.

## APA CODE OF ETHICS

Postdoctoral Fellows are expected to review, be familiar with, and abide by the [APA Code of Ethics](#). Should any ethical dilemmas arise in the course of treatment, the supervisors and the Clinical Training Coordinator are available for consultation.



## STATE BOARD REQUIREMENTS

In order for **Postdoctoral Fellows** to complete the program and be prepared for full-licensure, we have developed *Chrysalis Center's Postdoctoral Fellowship in Private Practice* to make sure it meets the [Texas Behavioral Health Executive Council \(TBHEC\)](#) and the [Texas State Board of Examiners of Psychologists \(TSBEP\)](#) licensure requirements.

- **Postdoctoral Fellows** must have completed all doctoral degree requirements, including pre-doctoral internship that meets TSBEP, prior to the start of the program.
- **Postdoctoral Fellows** are expected to work 40 hours per week. Over the course of the training year, 25% of these hours must be spent providing professional psychological services. At the beginning of the training year when fellows are not seeing as many patients, additional time is spent accomplishing administrative tasks, developing marketing materials/presentations, completing training/readings, studying for the EPPP, etc. Overall, **Postdoctoral Fellows** are expected to accumulate the required *1750 hours* of supervised experience for licensure in the state of Texas, 1500 of which to be completed in not less than 9 months and not more than 24 months in accordance with TSBEP rules.
- **Postdoctoral Fellows** will receive two formal evaluations: one after the first 6 months of training and then again at the conclusion of the program year. Apart from formal evaluations, the **Postdoctoral Fellow** should receive regular feedback from their supervisors and the Clinical Training Coordinator regarding their performance in the program. If the **Postdoctoral Fellows** is deemed to be performing below expectations in any area of competency after the initial evaluation, the fellow and the **Training Committee** will collaborate on a formal remediation plan.
- **Postdoctoral Fellows** will also provide feedback for their supervisor and the training program through two formal evaluations: one after the first 6 months of training and then again at the conclusion of the program. We want to continually provide the best training experience possible and welcome feedback at any time throughout the year.
- In accordance with TSBEP, Post-Doctoral Fellows are required to use the title of "**Postdoctoral Fellow**" throughout the duration of the training program.

### *Process for Grievances:*

In the event that a **Postdoctoral Fellow** disagrees with their evaluations or treatment during the training year, the following steps can be taken:

1. Approach the Training Coordinator/supervisor(s) directly
2. Request a meeting with any licensed psychologist in good standing with the state board selected by the **Postdoctoral Fellow** along with the Clinical Training Coordinator and supervisor(s) for a peer review of the issue.
3. Contact the [Texas State Board of Examiners of Psychologists](#).
4. Contact the [American Board of Professional Psychology](#).

*Chrysalis Center* has a policy of non-retaliation in the event of a complaint against the center or any of its staff.



## ACKNOWLEDGEMENT OF RECEIPT

I acknowledge I have received and read the **Chrysalis Center Postdoctoral Fellowship in Private Practice Program Manual**, am familiar with the **APA Code of Ethics**, and have reviewed the **Process for Grievances**. I have a clear understanding of my requirements as the Postdoctoral Fellow as well as the training I can expect from the *Chrysalis Center*.

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Postdoctoral Fellow (Printed)

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Signature

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Date

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Zane Dodd, PhD  
Director, Clinical Services | Supervisor

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Date

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Carla Pulliam, PhD  
Director, Community Impact | Supervisor

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Date

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Jimmy McGuffin, PhD  
Coordinator, Clinical Training

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Date