COUNSELING IN THE REHABILITATION PROCESS

Second Edition

COUNSELING IN THE REHABILITATION PROCESS

Community Services for Mental and Physical Disabilities

Authored/Edited by

GERALD L. GANDY, PH.D., CRC, NCC

E. DAVIS MARTIN, JR., ED.D., CRC, NCC

RICHARD E. HARDY, ED.D., ABP

Charles C Thomas
PUBLISHER • LTD.
SPRINGFIELD • ILLINOIS • U.S.A.

Published and Distributed Throughout the World by

CHARLES C THOMAS • PUBLISHER, LTD.
2600 South First Street
Springfield, Illinois 62794-9265

ISBN 0-398-06969-7 (cloth)
ISBN 0-398-06970-0 (pbk.)

Library of Congress Catalog Card Number: 99-19788

Printed in the United States of America
CR-R-3

Library of Congress Cataloging in Publication Data

Gandy, Gerald L.
Counseling in the rehabilitation process : community services for mental and physical disabilities / authored/edited by Gerald L. Gandy, E. Davis Martin, Richard E. Hardy. -- 2nd ed.
p. cm.
Rev. ed. of: Rehabilitation counseling and services / Gerald L. Gandy ... [et al.]. c1897.
Includes bibliographical references and index.
ISBN 0-398-06969-7 (cloth). -- ISBN 0-398-06970-0 (pbk.)
1. Rehabilitation counseling. 2. Vocational rehabilitation.
I. Martin, E. Davis. II. Hardy, Richard E. III. Rehabilitation counseling and services. IV. Title.
HD7255.5.R38 1999
361'.06--dc21 99-19788
CIP

AUTHORS AND EDITORS

GERALD L. GANDY, Ph.D., CRC, NCC: Professor Emeritus, Department of Rehabilitation Counseling, School of Allied Health Professions (SAHP), Medical College of Virginia (MCV), Virginia Commonwealth University (VCU), Richmond. Formerly, Professor, Department of Rehabilitation Counseling, SAHP, MCV/VCU; President of the Faculty, School of Community and Public Affairs, VCU; Director, Rehabilitation Services Education Program, VCU; Chief, Counseling and Rehabilitation Services, Veterans Administration Regional Office, Columbia, South Carolina; Counselor, University of South Carolina Counseling Center; and Captain, United States Army Medical Service Corps. Dr. Gandy has either authored or co-authored/co-edited five major textbooks and contributed numerous articles to the professional literature. He has been active in local, national, and international professional activities and has received various awards and recognition for his service. Dr. Gandy is a Licensed Professional Counselor (Virginia), Licensed Counseling Psychologist (South Carolina), Certified Rehabilitation Counselor, and National Certified Counselor. He is registered with the National Register of Health Service Providers in Psychology and holds the Association of State and Provincial Psychology Boards Certificate of Professional Qualification in Psychology. Dr. Gandy is also a Fellow and Diplomate in Professional Counseling of the International Academy of Behavioral Medicine, Counseling and Psychotherapy.

E. DAVIS MARTIN, Jr., Ed.D., CRC, NCC: Professor, Department of Rehabilitation Counseling, School of Allied Health Professions (SAHP), Medical College of Virginia (MCV), Virginia Commonwealth University (VCU), Richmond. Formerly, Interim Chair, Department of Rehabilitation Counseling, SAHP, MCV/VCU; Professor of Special Education, School of Education, VCU; Acting Dean, School of Community and Public Affairs (SCPA), VCU; Associate and Assistant Dean, SCPA, VCU; Director of Continuing Studies, SAHP, MCV/VCU, and served in various positions in the state-federal rehabilitation program. Dr. Martin has co-authored/co-edited three major textbooks and been a frequent contributor to the rehabilitation literature. He has consulted with local, state, and federal agencies as well as with organizations in the private sector. Dr. Martin has been repeatedly recognized for his outstanding leadership and service by the receipt of many awards and commendations from professional, governmental, and private organizations including appointment to significant Boards and Councils by the past five Governors of the Commonwealth of Virginia. Considered to be a leading forensic disability expert, he has served as a Vocational Expert to the Office of Hearings and Appeals, Social

Security Administration for more than twenty years as well as provided Vocational Expert testimony in numerous civil suits involving occupational injury, accidental injury, disability retirement, and issues of product liability involving injury. He is a Licensed Professional Counselor (Virginia), Certified Rehabilitation Provider (Virginia), Certified Rehabilitation Counselor, and National Certified Counselor.

RICHARD E. HARDY, Ed.D., ABP: Chairman and Professor Emeritus, Department of Rehabilitation Counseling, School of Allied Health Professions, Medical College of Virginia, Virginia Commonwealth University, Richmond. Dr. Hardy was named for this Emeritus status after 26 years of service in this capacity. In 1997, he was named Outstanding Alumnus of the Department of Rehabilitation Counseling from which he graduated in 1962. A scholarship was also established in his name. Formerly, Chief Psychologist and Supervisor of Professional Training, South Carolina Department of Rehabilitation; Rehabilitation Advisor with the Rehabilitation Services Administration, Washington, D.C.; and Rehabilitation Counselor with the Virginia Commission for the Visually Handicapped. He also served on the South Carolina Board of Examiners of Psychology and taught part time in the psychology department at the University of South Carolina. Dr. Hardy has consulted extensively internationally on mental health and rehabilitation. He has published many books and articles used worldwide, and over one hundred reviews of them have been published thus far in the professional journals of other countries. Several national organizations have named him a Fellow, and he has received both national and international awards. Dr. Hardy is practicing as a licensed clinical psychologist in Richmond, Virginia, and is a Diplomate in both Psychotherapy and Hypnotherapy of the American Board of Psychotherapy.

CONTRIBUTING AUTHORS

JOHN G. CULL, PH.D.: Director of Operations, CODA, Ltd, San Antonio, Texas and Clinical Professor, Department of Rehabilitation Counseling, School of Allied Health Professions, Medical College of Virginia, Virginia Commonwealth University (VCU), Richmond.. Formerly, Private Practice of Clinical Psychology and Professor, St Mary's University and Our Lady of the Lake University, San Antonio, Texas; Professor and Director, Regional Continuing Education Program for Rehabilitation Personnel, Department of Rehabilitation Counseling, VCU; Director of Research and Program Development, Virginia Department of Vocational Rehabilitation; and Rehabilitation Counselor, Texas Commission for the Blind and Texas Division of Vocational Rehabilitation. Dr. Cull has contributed numerous articles, book chapters, and books to the rehabilitation literature and has received national and international recognition. Dr. Cull is a licensed clinical psychologist (Texas) and Fellow and Diplomate in Professional Psychotherapy of the International Academy of Behavioral Medicine, Counseling and Psychotherapy.

MURIEL GRAY, Ph.D., LCSW, CADAC, CEAP: Associate Professor and Chair, Substance Abuse Concentration, School of Social Work, University of Maryland at Baltimore and Co Director, Employee Assistance Program HealthCare Institute, Mitchellville, Maryland. Formerly, Regional Representative, United Airlines Employee Assistance Program; Group Facilitator, U.S. Department of the Navy; Clinical Social Worker, Children's Aid Society, La Plata, Maryland; Acting Director, Catholic Counseling Center School Program, Seattle, Washington; and Clinical Social Worker, Ryther Child Center, Seattle, Washington. Dr. Gray has numerous publications and has made national and international presentations. She has been a member of several national boards, review panels, and committees. Dr. Gray is a Licensed Clinical Social Worker (Maryland, District of Columbia, and Virginia), Certified Alcohol and Drug Addiction Counselor, and Certified Employee Assistance Professional.

GEORGE R. JARRELL, Ph.D.: Professor Emeritus, Department of Rehabilitation Counseling, School of Allied Health Professions, Medical College of Virginia, Virginia Commonwealth University (VCU), Richmond. Formerly, Professor and Coordinator of the Work-Study Program, Department of Rehabilitation Counseling, VCU; Assistant Dean, School of Community and Public Affairs, VCU; Rehabilitation Counselor, South Carolina Department of Vocational Rehabilitation. Dr. Jarrell is currently a Vocational Expert Consultant with the Office of Hearings

and Appeals, Social Security Administration. He has written a number of articles on the role of the vocational expert. He is widely known in the legal profession and is frequently asked to lecture on utilization of vocational experts in personal injury cases. Dr. Jarrell has been a Licensed Professional Counselor (Virginia), Certified Rehabilitation Counselor, and National Certified Counselor.

MARTHA HUGHES LASSITER, Ed.D.: Retired from Chesterfield County Schools as a Vision Specialist after a career as an educator spanning 25 years, the areas ranging from Kindergarten to Graduate School. Dr. Lassiter was Coordinator of the Independent Living Center and later Education Specialist for the Virginia Department for the Visually Handicapped; Adjunct Faculty, Department of Rehabilitation Counseling, Virginia Commonwealth University, Richmond, Virginia; and continues to be active in community and professional organizational activities both in the education and rehabilitation fields. Dr. Lassiter was co-editor of a textbook on vocational evaluation, work adjustment, and independent living. She has also made other contributions to the rehabilitation literature.

ROBERT A. LASSITER, Ph.D.: Professor Emeritus, Department of Rehabilitation Counseling, School of Allied Health Professions, Medical College of Virginia, Virginia Commonwealth University (VCU), Richmond. Formerly, Professor and Coordinator of the Work-Study Program, Department of Rehabilitation Counseling, VCU; Founder and Chairman, Department of Rehabilitation Counseling, University of North Carolina; State Administrator of the North Carolina Department of Vocational Rehabilitation; Executive Director, North Carolina Easter Seals and the Project Director for the camp for people with severe disabilities at Southern Pines and the evaluation and adjustment center in Asheville; and served as a rehabilitation counselor and supervisor in the Florida Vocational Rehabilitation Program. Dr. Lassiter has made numerous contributions to national, regional, and state programs in vocational rehabilitation. He co-edited a book on vocational evaluation, work adjustment, and independent living and has contributed several articles and book chapters to the rehabilitation literature. Dr. Lassiter has been a Licensed Professional Counselor (Virginia) and Certified Rehabilitation Counselor. He is also an Associate Fellow recipient of the Institute for Rational-Emotive Therapy and a Fellow of the National Rehabilitation Counseling Association.

MARCIA J. LAWTON, Ph.D.: Associate Professor Emeritus of Rehabilitation Counseling, Department of Rehabilitation Counseling, School of Allied Health Professions (SAHP), Medical College of Virginia (MCV), Virginia Commonwealth University (VCU), Richmond. Formerly, Associate Professor and Director, Alcohol and Drug Education/Rehabilitation Program (ADERP), Department of Rehabilitation Counseling, SAHP, MCV/VCU and President and Supervisor, Growth and Recovery Opportunities, Richmond, Virginia. She was a licensed clinical psychologist in private practice in Denver, Colorado and has held other institutional as well as university adjunct faculty appointments in Virginia, Colorado,

Illinois, and Nebraska. Dr. Lawton is a recipient of the Mel Schulstad Award by the National Association of Alcoholism and Drug Abuse Counselors as well as numerous other awards and forms of recognition at the local, regional, and national level for her community service in the field of alcohol and drug rehabilitation. She is also the recipient of an outstanding university teaching award for innovative curricular development and clinical classroom instruction at VCU. Dr. Lawton is a Licensed Clinical Psychologist and Certified Alcohol and Drug Abuse Counselor in Virginia.

RICHARD S. LUCK, Ed.D., CRC, NCC: Associate Professor, Director, Alcohol and Drug Education Program, Director, Professional Counseling Advanced Certificate Program, and Vice Chair, Department of Rehabilitation Counseling, School of Allied Health Professions, Medical College of Virginia, Virginia Commonwealth University (VCU), Richmond. Formerly, Acting Director, Doctor of Public Administration, School of Community and Public Affairs, VCU; Director of the Regional Continuing Education Program for Rehabilitation Personnel, Department of Rehabilitation Counseling, VCU; and Rehabilitation Counselor, Virginia Department of Vocational Rehabilitation. Dr. Luck has served as Vice Chair and Chair of the Virginia Board of Professional Counselors and Marriage and Family Therapists and as President of the American Association of State Counseling Boards. He is a Certified Rehabilitation Provider (Virginia), Licensed Professional Counselor (Virginia), Licensed Clinical Psychologist (Virginia), Certified Rehabilitation Counselor, and National Certified Counselor. Dr. Luck is also a National Certified Clinical Hypnotherapist and Diplomate in Mental Health Managed Care and holds the Certificate of Proficiency in the Treatment of Alcohol and other Psychoactive Substances.

JAMES A. ROTHROCK, M.S.: President of Rothrock Group, Ltd., Richmond, Virginia, a consulting firm working with business and government on the Americans with Disabilities Act. Formerly, Director of the Department for the Rights of Virginians with Disabilities; Executive Director of Handicaps Unlimited of Virginia; served in positions in both the public and private sector of rehabilitation in Virginia; and was a Counselor with the Woodrow Wilson Rehabilitation Center. Mr. Rothrock has been quite active for a number of years in community service and professional organizational activity related to the rehabilitation field. He has contributed to the rehabilitation literature. Mr. Rothrock is also a Licensed Professional Counselor (Virginia).

WARREN R. RULE, Ph.D, CRC: Professor, Department of Rehabilitation Counseling, School of Allied Health Professions, Medical College of Virginia, Virginia Commonwealth University, Richmond. Formerly, Adjunct Faculty Member, University of South Carolina, a Counselor in higher education institutions, and a Rehabilitation Counselor with the South Carolina Vocational Rehabilitation Department. Dr. Rule has developed a course on Adlerian lifestyle counseling related to rehabilitation and has conducted numerous Adlerian oriented seminars and workshops. He is a nationally prominent researcher and writer focusing on Adlerian

concepts related to rehabilitation counseling. He has edited two major textbooks, written numerous book chapters, and contributed many articles to refereed journals in counseling, rehabilitation, and psychology. He has served in different editorial capacities for Adlerian and rehabilitation journals and publications. Dr. Rule is also a Licensed Professional Counselor (Virginia) and Certified Rehabilitation Counselor.

CONSTANCE CORLEY SALTZ, Ph.D., LCSW: Associate Professor and Co-Chair, Aging Specialization, School of Social Work, University of Maryland at Baltimore, and Adjunct Faculty, University of Maryland College Park Center of Aging, College Park. Formerly, Associate Professor, School of Social Work, Virginia Commonwealth University, Richmond; Assistant Professor and Chair, Health Specialization, Department of Social Work, School of Social Work and Human Services, Southern Connecticut State University, New Haven; and various faculty affiliations with several other universities including the Department of Psychiatry, Yale University School of Medicine, New Haven, Connecticut, Division of Psychiatric Social Work, Duke University Medical Center, Durham North Carolina, and School of Social Work and School of Public Health, University of North Carolina–Chapel Hill. Dr. Saltz has numerous publications spanning the fields of social work, health care, aging, and addictions and several honors and awards. She is a member of the U.S. Committee to the United Nations International Year of Older Persons' Kitchen Cabinet. Her current responsibilities include mentoring students in related disciplines as well as social work particularly in interdisciplinary research/team building in rehabilitation and health promotion/disease prevention. Dr. Saltz is a Licensed Clinical Social Worker (Maryland).

LARRY L. SINSABAUGH, Ph.D., CRC, NCC, CDMS, CCM, CEAP, PHR. Private consultant in Richmond, Virginia, specializing in private sector rehabilitation and forensic practice. Dr. Sinsabaugh has extensive rehabilitation counseling experience in both state (Virginia and Ohio) and federal (Veterans Administration and Department of Labor) rehabilitation programs. He has served for many years as an Adjunct Faculty member teaching career development and occupational analysis and placement courses in the Department of Rehabilitation Counseling, School of Allied Health Professions, Medical College of Virginia, Virginia Commonwealth University, Richmond. Dr. Sinsabaugh is a Licensed Professional Counselor (North Carolina, Virginia, and West Virginia; and a Certified Professional Counselor in Maryland); Certified Rehabilitation Counselor, National Certified Counselor, Certified Disability Management Specialist, Certified Case Manager, Certified Employee Assistance Professional, and Certified Professional in Human Resources. He is also a Diplomate of the American Board of Vocational Experts.

KEITH C. WRIGHT, M.A: Professor Emeritus, Department of Rehabilitation Counseling, School of Allied Health Professions, Medical College of Virginia, Virginia Commonwealth University (VCU), Richmond. Formerly, Professor, Department of Rehabilitation Counseling, VCU; Research Analyst, West Virginia

Division of Vocational Rehabilitation and Counselor and Research Analyst with the United States Public Health Service. Mr. Wright served for many years as Chair of the Board of Professional Counselors for the Virginia Department of Health Regulatory Boards. He also served as President of the Virginia Rehabilitation Association, President of the Virginia Easter Seal Society, and President of the Faculty of the School of Community and Public Affairs at VCU. He has received several awards and honors for his distinguished community service. Professor Wright has contributed numerous articles and book chapters on a variety of topics to the rehabilitation literature. He has been a Licensed Professional Counselor (Virginia), Certified Rehabilitation Counselor, and National Certified Counselor.

To

Patrick Gandy, my brother (in memory); and Tamiko Gandy, his daughter and my niece.

Ruth Mackey Martin, beloved wife and best friend.

Jason Elliott Hardy, beloved son.

PREFACE

This text represents a complete revision and update of *Rehabilitation Counseling and Services: Profession and Process* published in 1987. This text will provide the reader with a comprehensive overview and introduction to the field of rehabilitation counseling and services but will also have applicability to the growing field of community counseling. The relationship to the latter field not only reflects a broadening of focus but also the fact that community counseling and rehabilitation counseling have begun to merge and overlap in many respects. We believe that this text will be particularly useful in graduate introductory rehabilitation or community counseling courses and may be readily adaptable to undergraduate courses in rehabilitation or general human services related areas. Additionally, this book should prove to be a useful and current source for the rehabilitation or community counselor practitioner.

The new *Counseling in the Rehabilitation Process: Community Services for Mental and Physical Disabilities* (Second Edition) contains some material from the previous edition but for the most part has been completely revised and updated. Philosophical considerations of the rehabilitation process have been expanded and incorporated into a new foundations of rehabilitation chapter. A new historical aspects chapter has been developed that includes updated material on the modern rehabilitation enterprise in America including implications for the private as well as public rehabilitation sector. Educational considerations have been expanded and incorporated into a chapter on the development of the rehabilitation counseling discipline. Adjustments and modifications have been made that have enhanced the previous historical chapters. Material on the rehabilitation process and occupational analysis and placement have been reorganized and includes new material on job development and placement. The social and psychological aspects of acceptance and adjustment to disability have been updated, expanded, and reorganized in order to combine counseling approaches with psychosocial aspects. New material has been included on counseling credentialing and substance use disabilities and material on international and multicultural perspectives has been reorganized and updated.

As before, we have selected an outstanding group of contributors. They have achieved an excellent balance in regard to their academic training, professional experience, community service, publications, and credentialed status. Their collective achievements have included agency executive leadership; university professorships; national and international committee and consultation activities; extensive publications in the form of books, articles, and other media, and the highest level of professional training, experience, and credentials.

Considerable thought was put into the organization of this book to ensure a consistent and integrated frame of reference as reflected in the following description of each section:

Part One, the introductory section, lays the foundation. Professor Martin discusses and describes the basic foundations of the rehabilitation process. Doctors R. Lassiter and M. Lassiter describe the historical antecedents of the modern rehabilitation enterprise in America. They then detail the early development of this enterprise. Professors Martin and Gandy continue with a more recent history of the modern rehabilitation enterprise in America discussing implications for both the public and private rehabilitation sectors. Doctors Gandy and Martin then describe the educational and professional organizational development of the discipline of rehabilitation counseling.

Part Two, The Rehabilitation Process, provides the reader with an insightful appreciation and understanding of the rehabilitation process. Professor Wright's and Martin's chapter provides a description of the rehabilitation process from the unique perspective of the counselor-client relationship. Doctors Martin, Sinsabaugh, Jarrell, and Hardy overview the methodology of occupational analysis, job development, and placement and include several case abstracts that relate to the public and private sector in rehabilitation. Professors Martin and Wright conclude the section with a very meaningful discussion of ethical issues in rehabilitation counseling.

In Part Three, the counseling and psychosocial aspects of disability are traced from multiple points of view–both theoretical and practical. Psychodynamic, Adlerian, Rational Emotive Behavioral, and Gestalt perspectives are explored and examined by Professors Hardy and Cull, Rule, Gandy, and Hardy respectively. Doctors Gandy and Martin then provide an integration of these perspectives including reference to existential and humanistic views as this material relates to acceptance and adjustment to disability. A unique aspect of this section is Mr. Rothrock's personal account of his experience in adjusting to disability. The psychodynamic chapter is a classic and has been included in several previous publications and expanded over the years; its contribution to acceptance and adjustment to disability is timeless.

Part Four discusses some special topics in rehabilitation appropriate for an introductory textbook but more suitable for an in-depth examination. Doctor Luck provides a study of the development and current status of rehabilitation counseling credentialing as a professional counseling specialty. Doctors Saltz, Lawton, and Gray describe the pervasive problem of substance use in America with implications for treatment and rehabilitation on both the practice and policy levels. Professors Gandy and Hardy conclude with some personal perspectives on rehabilitation as an international and multicultural phenomenon.

We wish to take this opportunity to thank those who have provided us with professional and personal support during the past several years of planning, researching, and writing. We would especially like to thank Mrs. Patricia Gandy, a management analyst (as well as Doctor Gandy's wife), for her administrative and computer technology expertise in the final preparation of the manuscript.

We would also like to thank Ms. Kelley G. Kramer, a graduate student in our master's degree program for her technical assistance with the figure illustrations.

Gerald L. Gandy
E. Davis Martin, Jr
Richard E. Hardy

CONTENTS

Part One
INTRODUCTION TO REHABILITATION

Part Two
THE REHABILITATION PROCESS

Part Three
COUNSELING AND PSYCHOSOCIAL ASPECTS OF REHABILITATION

COUNSELING IN THE REHABILITATION PROCESS

Part One
INTRODUCTION TO REHABILITATION

Chapter 1

FOUNDATIONS OF REHABILITATION

E. DAVIS MARTIN, JR.

Rehabilitation as a concept is, perhaps, one of the better ideas set forth by human beings. It is idealistic yet most pragmatic. The ideal of assisting a person with a disability reclaim lost productivity or to become productive in the first instance fulfills the basic purpose of rehabilitation. The goal set forth by the National Council on Rehabilitation in 1942 to return the person with a disability ". . .to the fullest physical, mental, social, vocational and economic usefulness of which they are capable" (Wright, 1980, p.5) is, in today's world, just as valid.

Former Secretary of Health, Education and Welfare John Gardner (1967) defined the concept of rehabilitation as:

> By rehabilitation I mean giving people the chance and the challenge to develop their own resources, inner and outer, to become independent and responsible as possible. I mean giving people the chance and the challenge to make the most of their talents and their lives and to find personal satisfaction and fulfillment through participation to live their lives with some measure of dignity.

The 1987 amendments to the Developmental Disabilities Assistance and Bill of Rights Act, while not specifically concerned with vocational rehabilitation, did nonetheless significantly enhance the concept of habilitation/ rehabilitation by introducing into legislation the values of independence, productivity, and integration. This legislation sought to:

> . . . assure that all persons . . . receive the services and other assistance and opportunities necessary to enable such persons to achieve their maximum potential through increased independence, productivity, and integration into the community.

The passage of the Americans with Disabilities Act, PL101-336, in 1990 was an acknowledgment that discrimination in all spheres of life must end if

the concept of rehabilitation was to measure up to the ideals stated by the National Council on Rehabilitation nearly five decades earlier. President George Bush's words as he lifted the pen to sign the Act must continue to echo in the consciousness of all Americans as we enter the new millennium:

> . . . let the shameful wall of exclusion finally come tumbling down.

Parker and Szymanski (1998, p. 2) noted that rehabilitation, in the context of rehabilitation counseling, may be defined as ". . . a comprehensive sequence of services, mutually planned by the consumer and rehabilitation counselor to maximize employability, independence, integration, and participation of people with disabilities in the workplace and community." Moreover, they observed that the concepts underlying the principles of service delivery models such as zero exclusion, ecology, supported employment, empowerment, and independent living have contributed greatly to the emergence of rehabilitation counseling philosophy over the last three decades. In sum, then, rehabilitation as a concept or as an ideal is one that is never quite completed; it offers a continuing challenge to the individual rehabilitation professional, to the rehabilitation agency (whether public or private), and to the person with a disability. Rehabilitation is a dynamic concept.

A distinction between rehabilitation and habilitation is often discussed by many authors, the distinction being, in most instances, related to the onset or manner in which a person acquired a disability. Disabilities that are present from birth or early childhood such as cerebral palsy, mental retardation, or epilepsy comprise a categorization of disability that is distinct from disabilities which are the result of disease, accident, or other environmental trauma. In the latter, rehabilitation refers to a restoration of function. In the former, however, there is no return to a former state of function; therefore usage of the term seems somewhat inappropriate. Wright, similarly, has stated that rehabilitation " . . . implies 'putting back to a former state of unimpairment'; consequently, strictly speaking, the term is inappropriate for congenital conditions (e.g. mental retardation). Thus, the substitute **habilitation** is often favored by persons associated with early childhood development" (1980, p.4). These two terms while not exactly alike are, nevertheless, differing aspects of the same concept. The two terms, rehabilitation and habilitation, convey essentially the same meaning; that is, " . . . making a person aware of his [*sic*] potential and providing him [*sic*] with the means of attaining that potential" (Allen, p. 1). The term rehabilitation, both from a traditional and historical perspective, is often the preferred mode of usage even through technically incorrect at times (Wright, 1980).

George Wright (1980) noted that " . . . three fundamental courses of action (are) available when a disability imposes limitations that handicap the individual: (1) one can remedy the cause of the person's handicap by restoring ability, (2) compensate for the handicap by enhancing other characteristics of the person, or (3) change the environmental circumstances so that the impact of the disability is avoided or negated" (p. 2). Wright further observed that " . . . the best foundation for rehabilitation incorporates all of these approaches, utilizing and developing all needed resources of the community and embracing all professions that can contribute to the process" (p.5). In other words, if rehabilitation is to be effective for the individual with a disability, then it must be pursued with vigor and enthusiasm borne out of an assertive knowledge that the full measure of potential for a person is at stake. All professions represented as well as all workers who come into contact with the person with a disability have an obligation and responsibility to contribute to this sense of vitality . . . of becoming.

Accordingly, the goal of rehabilitation when viewed from the perspective of the individual may be expressed as (1) taking an individual with a disability to their maximum potential in terms of remunerative employment as the ultimate outcome, or (2) when remunerative employment is not feasible, taking an individual with a disability to their maximum potential in terms of daily living as the ultimate outcome. In both instances, the rehabilitation process is designed to allow the person to achieve a maximal level of independence, productivity, and inclusion. Both as outcomes of the rehabilitation process, whether remunerative employment or independent living, fulfill the basic concept of rehabilitation: to assist the person with a disability to achieve his or her maximum potential.

Disability and Handicap: A Definition

The terms disability and handicap are often used interchangeably and often incorrectly. There have been many definitions posited for each; each shaded perhaps from the perspective of the profession or agency that proffered the definition. From a medical point of view, disability as a concept is more than the existence of a medical impairment. McBride (1963) stated that disability:

> . . . is not a purely medical condition. A patient is "permanently disabled" [*sic*] when his actual or presumed ability to engage in gainful activity is reduced or absent because of "impairment" and no fundamental or marked change in the future can be expected. (p. 36)