

BECOMING

101: NURSE TO THERAPIST

LEADERSHIP TOOLKIT

A resource for Directors, Managers, and Nurse Leaders
exploring the Becoming 101 Course and the RN-
Psychotherapist Credentialing Pathway



BECOMING
—INSTITUTE—

WHAT IS THE RN-PSYCHOTHERAPIST PATHWAY?

The RN–Psychotherapist (RN–Psy) pathway is a 6-month, regulator-aligned training program that prepares Registered Nurses to practise psychotherapy safely, ethically, and competently while also strengthening their therapeutic presence in all clinical settings.

Why This Matters for Nursing Teams:

Nurses increasingly work with patients experiencing trauma-related stress, emotional dysregulation, relational conflict, chronic disease linked to ACEs, and persistent anxiety and depression.

The pathway helps nurses develop:

- Advanced therapeutic communication
- Trauma-informed assessment skills
- Somatic and narrative therapeutic tools
- Reflective practice & Safe & Effective Use of Self (SEUS)
- Professional readiness for CRPO entry-to-practice competencies



Dr. Joan

**RN-PSYCHOTHERAPIST
TRAUMA RECOVERY SPECIALIST**

WHY BECOMING 101?

Becoming 101 was created to give nurses a safe, accessible way to explore psychotherapy without returning to school or making a long-term commitment. Many nurses sense they are already doing “therapeutic work” at the bedside but lack the structure, language, and confidence to deepen these skills within their scope.

Click here to book a consultation with Dr. Joan to get your questions answered.

SCHEDULE A MEETING



Regulatory Alignment Snapshot

To ensure every nurse progresses safely, ethically, and within scope, the **RN–Psychotherapist Credentialing Pathway** has been intentionally designed to reflect the expectations of 5 nursing and psychotherapy regulatory bodies.

NPAO – Nurse Psychotherapy Association of Ontario

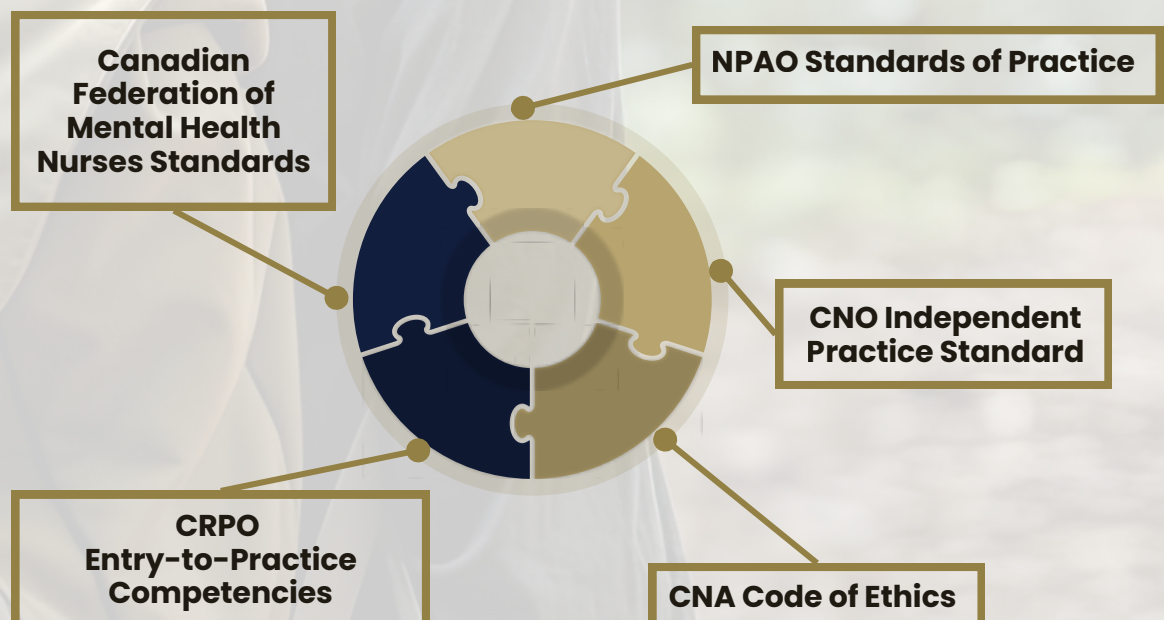
Ensures safe, ethical psychotherapy practice: Becoming 101 introduces nurses to the standards that support safe, professional psychotherapy and reduce organizational risk.

Provides clear expectations for boundaries, documentation & consent: The course outlines how to document, obtain consent, maintain boundaries, and discontinue care safely.

Requires competence, supervision & reflective practice

In just 12 hours, nurses learn to stay within scope, engage supervision when needed, and use reflective practice for safe, effective use of self.

These five standards form the regulatory foundation for safe, ethical psychotherapeutic nursing practice. Becoming 101 introduces nurses to the core expectations that guide therapeutic competence, reflective practice, and professional accountability across these frameworks.



LEADERSHIP ONBOARDING TIMELINE

Before the Course

(Becoming 101 or RN-Psychotherapist Credentialing Program)

- Approve nurse's learning plan
- Adjust staffing (estimated 2–4 hrs/week)
- Review expectations for professional conduct

During the Program

- Monthly check-in (10 minutes)
- Encourage reflective practice
- Support supervision attendance

After Completion

- Evaluate learning plan outcomes
- Integrate therapeutic skills in practice
- Discuss next steps (e.g., CRPO application, internal roles)

Leader Workload:

Approx. 1–2 hours over 6 months.

We take care of the structure, supervision, and student support—leaders only need to approve the learning plan and check in once or twice. Everything else runs smoothly with minimal oversight.

**The evidence is
clear** 

**Many of the conditions
nurses manage daily —
from chronic disease to
depression and anxiety
— are deeply rooted in
unresolved trauma.**

CNO LEARNING PLAN



“

LEARNING GOAL

“To strengthen my therapeutic nursing practice by completing Becoming 101 and, if appropriate, the RN–Psychotherapist Credentialing Pathway, with a focus on trauma-informed communication, reflective practice, and Safe and Effective Use of Self (SEUS).”

SUCCESS INDICATORS

- I demonstrate trauma-informed communication in clinical interactions.
- I apply SEUS principles to maintain therapeutic boundaries and presence.
- I use reflective practice to guide my clinical decisions.
- I show increased emotional awareness and attunement with clients.

NURSING ACTIVITIES

- Completing Becoming 101 (free, self-paced, 3 modules).
- Engaging in foundational psychotherapeutic skill-building.
- Participating in supervision and group learning (if continuing to the RN–Psychotherapist pathway).
- Applying trauma-informed and relational skills in clinical practice.

EXPECTED OUTCOMES

- Enhanced therapeutic competence and confidence.
- Improved communication during emotionally complex interactions.
- Strengthened emotional regulation and professional presence.
- Greater clarity and accountability in reflective practice and documentation.

Support

RN–Psychotherapist Credentialing Program

SIX-MONTH PROGRAM STRUCTURE

1 **Becoming 101: Nurse to Therapist**

In three modules, nurses gain a clear, foundational understanding of how trauma shapes health and wellbeing across the lifespan. They are introduced to Narrative Exposure Therapy, Somatic Embodiment Therapy, Internal Family Systems, and the Becoming Method®—all presented through the lens of CNO therapeutic practice standards and CRPO entry-to-practice competencies. This ensures early learning is safe, ethical, and aligned with recognized professional frameworks, giving leaders confidence that their staff are developing therapeutic awareness within appropriate scope.

What this means for RNs: Nurses increasingly seek deeper skills to support meaningful, therapeutic interactions in their practice. Becoming 101 provides a gentle, low-barrier introduction to psychotherapeutic concepts, offering space for reflection, skill-building, and clarity about whether advanced training is a good next step.

2 **Becoming 103: 3-Day Intensive Becoming Method® Training**

Becoming 103 offers nurses a structured and supportive environment to deepen self-awareness, strengthen emotional regulation, and cultivate the reflective capacity required for safe, ethical psychotherapeutic practice. Through a 3-day experiential intensive followed by guided weekly integration, nurses develop the steadiness, compassion, and ethical discernment needed to navigate complex therapeutic work.

What this means for RNs: Nurses engage with evidence-informed modalities—including Narrative Exposure Therapy, Somatic Embodiment Therapy, Internal Family Systems, Brainspotting, and contemplative practices—while grounding their development in CNO practice expectations, CRPO entry-to-practice competencies, and CNA ethical values. This course helps nurses build the professional maturity, presence, and integrity that support safe clinical decision-making in emotionally demanding settings.

RN–Psychotherapist Credentialing Program

SIX-MONTH PROGRAM STRUCTURE

3

Becoming 301: Authentic & Intuitive Communication

Becoming 301 strengthens nurses' ability to communicate with clarity, compassion, and cultural responsiveness in complex clinical environments. Through case studies, reflective exercises, and embodied communication practices, nurses refine skills in active listening, nonverbal attunement, and relational presence—key competencies for therapeutic and trauma-informed care.

What this means for RNs: Nurses are supported in developing intuitive awareness while ensuring that all communication remains grounded in ethical standards, regulatory expectations, and professional boundaries. This balanced approach helps nurses engage confidently and effectively in emotionally charged interactions, enhance team communication, and contribute to safer, more connected care environments.

4

Becoming 302: Holistic Therapeutic Assessments in Practice

Becoming 302 strengthens nurses' ability to conduct therapeutic assessments that recognize the full complexity of a person's lived experience. The course introduces culturally attuned, trauma-informed approaches that consider the interplay of body, mind, emotions, and relational context, helping nurses form a clearer understanding of what clients need in order to feel safe and supported.

What this means for RNs: Using narrative, somatic, and neurophysiological frameworks—including polyvagal theory, neuroception, and interoception—nurses learn how to gather and interpret information in ways that deepen connection and enhance clinical insight. These skills are integrated directly into practicum experiences, ensuring assessment practices remain relational, ethical, and aligned with professional standards.

5 **Becoming 303: Ethics, Accountability, and the Future of Psychotherapeutic Practice**

Becoming 303 prepares nurses for the ethical and accountability expectations required in psychotherapeutic work by grounding their practice in professional standards, clear boundaries, and responsible decision-making. The course provides a structured exploration of consent, documentation, confidentiality, scope of practice, and the ethical use of emerging therapeutic approaches—ensuring nurses navigate complex clinical situations with confidence and integrity.

What this means for RNs: Through case studies, reflective exercises, and regulatory frameworks, nurses strengthen their ability to evaluate risk, maintain professional judgment, and uphold the therapeutic alliance in challenging contexts. The course also supports nurses in understanding the evolving landscape of mental health care and their place within it.

6 **Becoming 304: 1,000-Hour Psychotherapeutic Practicum**

This capstone practicum provides a comprehensive, hands-on immersion into psychotherapeutic practice. Over 1,000 supervised hours, nurses work with at least 12 clients presenting a wide range of trauma-related issues, including depression, anxiety, PTSD, and relational difficulties. From intake and standardized assessments to full intervention using the Becoming Method® and integrated therapeutic coaching, nurses gain experience across the entire therapeutic process.

What this means for RNs: Nurses learn to conduct intake interviews, complete standardized and narrative assessments, and provide structured intervention using the Becoming Method® alongside integrated therapeutic coaching techniques. Throughout the practicum, professional growth is supported by weekly supervision, reflective self-evaluation, and detailed case documentation—ensuring that every skill is developed safely, ethically, and in alignment with regulatory expectations.





Early Career RN–Psychotherapist Placement

Following completion of the practicum, nurses enter a structured four-month work placement as RN–Psychotherapists. This placement occurs either within the Becoming Institute under direct supervision or through partner organizations, including public health units, community health centres, and hospital-based programs.

What this means for RNs: The placement is designed to support safe, real-world integration of psychotherapeutic skills while reinforcing regulatory expectations, clinical accountability, and high-quality documentation practices. With ongoing supervision and reflective guidance, nurses consolidate their competencies and build the confidence required for independent psychotherapeutic practice.



Placements Ensures That Graduates Are



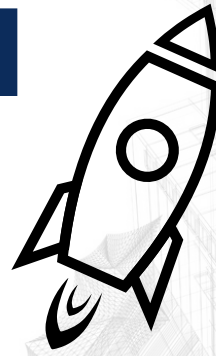
- fully supervised during their early practice
- aligned with CNO, NPAO, and CRPO expectations
- competent in assessment, intervention, and therapeutic boundaries
- prepared to support clients safely within organizational settings
- confident, steady, and professionally grounded

This early-career experience strengthens the transition from student to practitioner, ensuring nurses emerge ready to contribute meaningfully and safely in psychotherapeutic roles.



BECOMING 101

A simple, clear path to foundational therapeutic competence



FORMAT

- Fully Online
- 3 Modules
- Short readings
- Video Instruction
- No supervision
- No practicum
- Delivered via Brightspace

02 Comparing Trauma-Informed Modalities

- Nurses examine Narrative Exposure Therapy, Somatic Embodiment, Internal Family Systems, and the Becoming Method® to understand how different approaches support healing across diverse presentations.
- Enhanced sense of safety as nurses draw from multiple evidence-informed approaches.
- Improves confidence when navigating complex emotional presentations.

TIME COMMITMENT

- 3–4 hours per week
- Flexible self-pacing
- Automatic certificate issued through Brightspace

Ethics, Regulation & Professional Identity

03

- Nurses interpret CNO, CRPO, NPAO, CFMHN, and CNA standards to understand scope, boundaries, documentation, and Safe & Effective Use of Self within therapeutic practice.
- Strengthens ethical decision-making and professional judgment
- Reduces organizational risk through safer, more consistent practice
- Safer, clearer, and more predictable therapeutic interactions

ASSESSMENT STRUCTURE

- 3 reflective assignments
- No tests or exams
- Evaluation based on insight, integration, and ethical awareness

ACEs, Family Dynamics & Holistic Trauma Responses

01

- Nurses explore how trauma and early adversity shape health across the lifespan, influencing the body, mind, emotions, relationships, learning, and work.
- Enhances therapeutic communication and attunement
- Strengthens emotional steadiness in challenging interactions
- More accurate and holistic interpretation of client needs

YOUR BUSINESS CASE



WHY THIS MATTERS FOR WORKFORCE WELL-BEING

- Reduced burnout & moral distress
- Stronger therapeutic communication
- Increased retention
- Healthier team culture
- Improved patient satisfaction
- Ability to handle emotional complexity
- Culturally safe, trauma-informed practice

RN–Psychotherapists enhance—not replace—nursing practice. They elevate care, reduce emotional load, and strengthen team capacity.

ROLE CLARIFICATION & SCOPE OF PRACTICE

What the RN–Psychotherapists Can Do:

- Provide psychotherapy as an RN
- Support emotional regulation and trauma responses
- Conduct trauma-informed therapeutic sessions
- Work independently when registered with CRPO
- Strengthen care in any clinical environment

What the RN–Psychotherapists Cannot Do:

- Diagnose mental illness
- Prescribe medication
- Perform psychotherapy outside CNO/CRPO regulation
- Replace mental health providers — they complement them.

capacity



WHAT OUR STUDENTS ARE SAYING

The Becoming Method® and the trauma recovery training process is phenomenally comprehensive and makes clear the mind-body connection.

—Robert

“

The aim of psychotherapy is to ameliorate neurotic and delusional patterns. The Becoming Method® however is designed to undo the underlying causes of all neurotic and delusional formation in as little as 1 session. We could say so much more, but we've done enough talking. We think you should hear from a client and a current student.

”

I have experienced meaningful therapy sessions and a multitude of forgiveness processes during my life's journey, but as I moved through the first semester, I found identifying specific moments in time when I experienced traumatic events and releasing the energy associated with those moments beyond powerful! The healing has resulted in a heightened and consistent steadiness and peacefulness. I find myself catching and releasing current "upsets" faster and with greater ease. The healing includes moving slower and allowing life to surprise me rather than planning my own "surprise party."

As a result of the strong self-healing emphasis in this first level of the program, it is easier to connect with family and friends as the fear of abandonment is not present.

The Becoming community continually aids my growth through shared experiences, feedback, and genuine connection. Plenty of laughter and tears, prayer, and sharing. I appreciate the introduction to David Hawkins' work regarding consciousness which serves as the foundation for this process.

Also, walking thru Dr. Joan's book, 490 and Forgive: Master the Art of Letting Go has been transformative as it introduces simple ways to release the trauma story (narrative) and affirm the daily desired experience. I feel grateful for Dr. Joan's coaching and teaching, The Becoming Method®, and the Divine healing and reconnection to vibrancy, clarity, and self-expression!

—Robert

BECOMING 101



TAKE THE NEXT STEP

Offer Becoming 101 as a Learning Plan Resource

Invite your nursing staff to complete Becoming 101 as part of their CNO Learning Plan.

Identify 3–5 Nurses to Pilot Becoming 101

Select a small group of nurses to complete Becoming 101 and report back on its impact.

Explore Partnership for Early–Career RN–Psychotherapist Placements

Select a small group of nurses to complete Becoming 101 and report back on its impact.

Integrate the Course Into Existing Onboarding or Professional Development Streams

Consider including Becoming 101 as part of new staff onboarding, professional development offerings, mental health strategy initiatives, and annual learning plan supports



EMAIL TEMPLATE

Subject: Free Learning Resource You May Find Helpful

Hi team,

I'm sharing a free course you may find valuable for your practice. Becoming 101 offers a simple introduction to trauma-informed care, therapeutic communication, and self-awareness. It's flexible and can be applied toward your CNO Learning Plan if you choose.

Here is the link:

<https://becominginstitute.ca/courses/rn-psychotherapist-training-course>

Please feel welcome to participate if it feels right for you.

Warmly,

Nurse Leader's Name



We are here to help
in all the ways you need.



**Becoming 101 is FREE for nurses in Ontario and around the globe.
It is flexible, self-paced and provides immediate value in
therapeutic communication, emotional attunement, and
trauma literacy.**

STILL HAVE QUESTIONS

If you'd like to discuss whether this direction aligns with your team's needs,
or you simply have a few questions, I'd be glad to connect. Please feel
welcome to schedule a brief meeting at your convenience:

SPEAK WITH DR JOAN



LEARN WITH US

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