

# Relationship between Person-centered therapy and Occupational Stress in working women: a narrative analysis

**Author: MRS.GARIMAGUPTA**

Manav Rachna International Institute of Research and Studies  
Faridabad, Haryana, India-121004

**Co-Author: Dr. K. M. Tripathi**

Manav Rachna International Institute of Research and Studies

---

## Abstract

Person-centered therapy or Client-centered therapy emerged in 1940's as a unique perspective of humanitarian psychotherapy by Carl R. Rogers. He focused on mainly three core conditions that are necessary and sufficient for a favorable therapeutic relationship and environment – Congruence, unconditional positive regard and empathy. This paper specifically studies the role of person-centered therapy as Basic Encounter Groups (hereafter will be referred as BEG) in resolving occupational stress of working women in Delhi- NCR region. This study focuses on the effect of the stress on women after they attended the regular BEG sessions and emphasizes the efficacy of BEG sessions. The results showcased that attending BEG sessions provide the female participants to delve deeper into their work-life balance issues facilitating them to accept their own present existence unconditionally which in turn is very facilitating in achieving and maintaining the normal mental state.

**Key words:** Person-Centered therapy, Basic Encounter Groups, Occupational Stress, Working women.

---

## Introduction

Person-centered therapy given by Carl R. Rogers in 1939 extended up to 1980's by the names Rogerian Psychotherapy, Person-Centered Approach or Client-Centered Approach etc. Rogers (1902-1987), was a pioneer of humanistic approach of psychotherapy. He viewed 'self' as the core of study of human being. He always believed that the humans have inbuilt tendencies to actualize themselves to their potential and strive for their growth and self-discovery. The therapy focused on the

primary essential condition that the therapist and client must be in a psychological contact in a positive therapeutic environment. He had a firm belief and faith that with the three core conditions, namely, empathy, congruence or genuineness and unconditional positive regard along with non-possessive warmth and acceptance, a person can become a fully functional person. 'Basic Encounter Group' is the encounter groups that follow the principles and conditions of Rogerian psychotherapy. In his book 'Carl Rogers on Encounter Groups', Rogers (1970) explained the origin and scope of the encounter groups. He stated that "in such a group the individual comes to know himself and each of the others more completely than is possible in usual social or working relationships....., hence he relates better to others, both in the group and later in the everyday life situation" (p.9). Rogers believed that the facilitator is also the part of the group. Rogers (1970) noted that "I have no

specific goal for a particular group and I sincerely want it to develop its own directions" (p.275). The group is non directive and works on the basis of respect for self, understanding among each other, acceptance and positive growth. There is a facilitative therapeutic climate of non-judgement and full acknowledgement. The participants, when realise their own worth without prejudices, attain self-actualization. They are accepted as a whole. The facilitator is also a part of the process and experiential growth. Rogers stated, "Each facet is a real part of me, not a role" (Rogers, 1970, p.49). I would refer to

Basic Encounter Group as BEG. It fascinated me with its potential of a non-judgmental milieu and a

comprehensive acceptance of an individual. I genuinely generated a deep interest in person centered therapy and the process, the principles and conditions on which they work and how they work. I erudite a lot with this experiential therapy as I was charmed by the complexity of emotions yet the simplicity of participants involved in it wholly. I piloted a review of literature and studying most of the research found on BEG, I found that in India there is very few literature related to it. In the Indian population, Encounter groups are a much unexplored territory and lacks awareness of its experience and constructive powers without a direction or instruction to the group. The strength and capability of the group to flow towards healing and affirmative outcomes is yet to be discovered. I cherished to learn from self and others in

the process. Throughout the understandings and misunderstandings the group connect and communicate to its best of abilities. As a facilitator, I was enthusiastic and at the same time anxious and nervous. I believed in the ability of the group and had to trust its outcomes. The groups nurture empathy and congruence over a period of time within the group. With the unconditional positive regard and acceptance, comes respect and self-enhancement. Participants start their journey by focusing on self, understanding others and receiving them. Sitting together in a circle, all participants benefit the freedom to talk and communicate with each other. A group of total strangers genuinely and empathetically listen to each other and realize their self-worth through the process. Inner fears are voiced fearlessly. These groups vary in size, structure and duration. Most of the groups are conducted from a few hours to weeks. In my groups, I openly and warmly welcome the participants and release the constraints on self to become self.

### ***Status of Indian Females***

India is a democratic nation and the development and urbanization of Indian economy has impacted the country and the quality of life. Indian women are now days no more considered to be only responsible for household work. The disparity between male and female work role models is more balanced now and it's evident that more female participation is there in work force labor. A woman now feels entitled to education, and independent careers. The Government of India is also diligently

working on many schemes for the enhancement of status of women in India like "*Betipadhao, betibachao*". Women are now actively engaging in all the spheres of family responsibilities for the growth of the family and self. Changes in the status of women in modern India has been observed as women participation in the Parliament is now 14.5% and they are contributing now at many prestigious senior positions in the Indian government. Our finance minister Smt. Nirmala Sitharaman is a role model for many. However, my profound concern is that many women still face many psychosocial issues and this affects their physical and psychological well-being. The occupational stress affects their work-life balance and they at times choose to sacrifice their work for their family. According to the Social Statistics Division (2018), as per NSS 68<sup>th</sup> round, in rural areas 59.3% of the female workers are self-employed. However in urban areas it was found that 42.8% are self-employed and same percentage of women are regular/salaried employees. Work stress is subjective to mainly, the work pressure, monetary or financial conditions, health, interpersonal and intrapersonal relationships, lack of proper nutrition, lack of sleep, negative media and social influences and poor personal life quality. A survey was conducted by Ligna TTK Health Insurance and it was observed that the stress levels in India are higher as compared to developed and emerging countries. NIOSH (1999) defined job stress or occupational stress as "the harmful physical and emotional responses that occur when the

requirements of the job do not match the capabilities, resources, or needs of the worker. Job stress can lead to poor health and even injury.” Stress can be different for different individuals in different or same situations depending upon how an individual perceives the stressors or changes. Acute signs of stress can be observed and noted in the change in feelings (depression, sadness, anxiety, irritability etc.), behaviour (unmotivated, negative, aggressive, too much crying, sleeplessness etc.), thinking (attention deficit, poor concentration, lack of decisiveness etc.) and physical symptoms (fatigue, nausea, restlessness, headaches etc.). Around 89% of Indian population is suffering from stress as compared to the global average of 86%. Working women in India are no exception. They are in constant struggle between work and family.

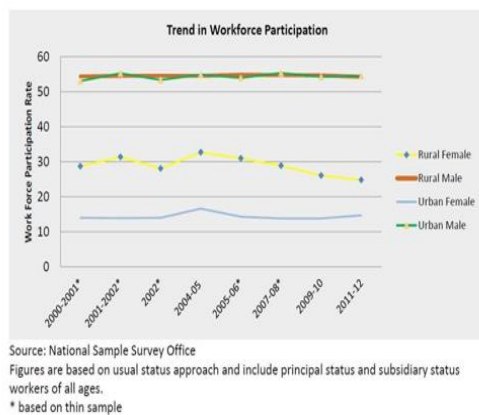


Fig1: Trend in Workforce Participation in India (2000-2012)

### ***Why working females?***

The aim to organise BEG in the context of Indian females is to create an unstructured environment facilitating an authentic connection and relation with self and others. Why the

Working females only? I thought about this issue acutely and realised that this section is even though considered to be powerful, yet has many limitations in itself. The unacknowledged self, generates self-esteem and self-worth. Even though financially independent, there is at times, an exhilarating sense of identity crises and suffering. They feel judged and overburdened with responsibilities. The echoing of their fears, vent out of their emotions and harassment at work place are few suffocating emotions which are burning deep inside them. At times, domestic violence and emotional abuse becomes an unbearable trauma. On the other hand, it may be inequality at work place, unequal distribution of wages, prolonged working shifts etc. Sadly, whatever the reason may be, they hold this grief a way too long within themselves. The desires for a personal and professional growth elucidates them to attend BEG sessions. The research aims to mirroring of fears and stressors in their lives and facing the socioeconomic pressures and challenges together.

### **The Method**

This is a qualitative study using thematic narrative Analysis. The central idea is to in-depth analyze and interpret the client's psychological and social world perceptions (Smith et al, 2007). To begin with, narratives were recorded based on informed semi structured interviews. The researcher carefully chose narrative analysis as they are inductive approach (Smith et al, 2007) and are based on openness and liberty to use lithe techniques that allow themes to materialize during the process of data

analysis (Charura, 2020). There is a two-stage process involved in the interpretation. Stage one is the respondent's own efforts to make sense out of their own world and stage two is the researcher's attempt to interpret their transcript world. The themes and its sub themes were recognized, investigated and discussed in the study. NA studies are conducted on usually very small sample sizes and homogeneity is established within the sample. The aim is to deeply comprehend and investigate the specific issues in particular boundaries to maintain the efficacy of the research question to be studied.

These are the research questions pertaining to this study:

1. How much is the occupational stress hampering your professional as well as personal lives?
2. In what ways has the process of Basic Encounter Group therapy sessions helped you out psychologically, socially, emotionally and physically?
3. Were you able to realise your worth during the ongoing sessions?

Heterogeneous and unstructured groups are formed with different issues and encounters in their lives. Then the group sessions were organized with purposive sampling, in lieu of similarity within the group. Samples were a homogeneous group of working females. The respondent's identity was kept confidential throughout and was reported only with the due consent of the clients. The respondents were informed and

explained concisely about the aims and methods of the research. Their queries and anxieties regarding the group participation were duly addressed and described that BEG are non-directive groups and were organized to understand the beliefs, attitudes and feelings of participants in the group. These groups were reiterated fortnightly and the deviations in the conduct and attitude of women towards their work and self were recorded. I charted the general guidelines of 4 interviews so that a deep analysis and interpretation can be done both, longitudinal and latitudinal (Smith et al., 2009). Each client volunteered willingly to participate in the process. I hereby site four narratives where the women shared their own stories before they participated in the group sessions. Along with the therapy sessions, personal interviews were also conducted to document the changes, if any. Their precise verbatim was

documented while confirming the confidentiality and discretion of the same. Identity and demographic enclosure and due permissions were also undertaken by the researcher. . Later they attended more than three BEG sessions every fifteen days in order to analyse the role of person centred therapy approach in relation to their occupational stress and work life balance.

### **Case Narratives**

**Case 1:** "Either my perspective is wrong or the whole situation is wrong"

In my house I have a MIL and husband. I leave by 8 am in the morning and come back by 9:30 pm. I have very long and



grilling working hours as I counsel and coach students for career after 12<sup>th</sup> class. A single error in assessments and trainings can be risky for the student. Apart from a demanding job, every day I wake up early at 5:30 am for cleaning house, cooking etc. as the maid comes after I leave. From every minute thing to big issues example, what to cook, where this sofa will be placed each and everything is decided by my MIL. At time I feel choked but kind of managed it still there hasn't been a single day that she hasn't interfered and created an issue and problem. Initially it was only me, now my husband has also observed this peculiar behaviour of hers. But she is 65 years old and had been widowed at a very early age with 2 sons. She worked hard to earn money and take care of home. Meanwhile her elder son also died in an accident and only she and my husband were left. I don't want to hurt her and don't want her to cope up with a new change in her life at this stage. Mostly, to make this up I listen to her and try my best to do everything according to her wishes. Lately, I have started feeling that she is now manipulating me and treating me like a maid. I feel that this is wrong and I should correct this now.

**Case 2:** I am a 56 year old woman working in the Library at the University in Delhi NCR. The job itself demands a lot of immaculate and systemised efforts in book keeping and data recording. Along with that, comes a number of responsibilities and stress. When I was 26 year old my husband died in an accident leaving me and a son and a daughter weeping behind him. I was a

homemaker till then as he was earning well and we had a great life together. For almost a decade, I took charge, got a job and studied and took care of both my children living at the same place. When I was around 35 years old, my parents convinced me to get married again. My only condition was that I will marry a man who has lost his spouse and understands the pain and loss we have been through. My parents found a 10 year older man who had 3 boys with him as a match for me. My husband asked me to bring my daughter only along with me after marriage as he insisted that he already has sons, to which I refused. After wedding he politely suggested that I leave my job as it takes a lot to manage a job, 5 kids and housework. I used to wake up at 5 am every morning and till 11 pm at night I was nonstop working on one thing or other. I was trying hard to make everyone's life easy and comfortable. Now all are grown up 3 are married and 2 are unmarried working with their father in the family business. I have developed severe knee problem and my daughter in laws never understood this and cooperated with me. As a result I was cooking alone for 9 persons and rushing to my job also. I decided to separate my daughter in laws kitchen to avoid the way I was being manipulated and to make them realise their responsibilities. Then I shifted alone to the university campus to avoid travel. Now 5 days a week I live separately and weekends I come back to my house. I still miss my first husband and on the top of this my husband wants physical intimacy all the time with me at this age. He asks me to drink with him and have intimacy which is unbearable

for me. What do I do now? At this age, I am clueless and I feel lonely. I am facing a lot of stress now.

**Case 3:** I am a 34 year old corporate training specialist and love my job. I had a love marriage seven years ago and was blissfully happy with my in laws and husband. I always thought myself as inferior since childhood. My parents also kept on telling me that I was a weak, sick and low immunity child. As a result, I always overestimated my abilities and tried to achieve things which were out of my reach and mostly got disappointed. Due to my dark complexion, I had a low self-esteem. In 2016, I got pregnant and felt overjoyed. I trusted my marriage and left job for two years to become a full-time mom. I started part-time job in 2018 and suddenly it began to dawn to me that somehow the spark in our marriage was gone. I blamed myself that I was so busy for these three years that I neglected myself and my husband. We discussed all and did nothing. Out of nowhere, I got a call in 2020 from a female, claiming that she and my husband were into an intimate relationship since 2017. My whole world collapsed then and there only. I cried, blamed myself and felt betrayed and lonely. Even when the office reopened post lockdown for COVID 19, I could not gather courage to face my colleagues. I opted for work from home and this was the most horrible decision I had ever made. I started getting panic attacks and headaches. Stressed, I couldn't work. I felt no emotional connection with my husband and in-

laws. Do I leave him now or stay knowing that I won't be able to trust the relationship again?

**Case 4:** I am a 33 year old nutritionist and gym trainer by profession. I had an arranged marriage eleven years ago. I had a traumatic childhood. My parents used to fight a lot and my mom, frustrated used to beat me. My elder brother was very conservative and he and papa never allowed me to wear denims and western dresses. The irony is that, he now allows his children to wear whatever they want. I feel jealous of them. I had an affair with a Christian boy for three years and when my family came to know about this, they immediately married me off within a month. My husband was impotent and never cared for me or my feelings. He was not even

financially stable enough to afford IVF treatment. I did job and collected money for the treatment. Luckily, I had a baby girl after seven years of marriage through IVF. To rest my insecurities and loneliness, I studied dietician course and became a nutritionist. I started moving out and seeking satisfaction through my work. At home, I started feeding pigeons, stray dogs and monkeys. Nothing helped me. I worked hard and became a certified fitness trainer. I overloaded myself with work. I was not happy and got into an affair with a twenty six year old boy. I knew that the relation was toxic but was unable to get out of it, as finally I got the attention and love I always craved for. This hampered my work ethics and now I have to choose between work and the extra marital relationship. Plus, my married

life is also at stake. I am devastated and anxious. I haven't been able to sleep since months. This is affecting my professional lifetoo.

### Findings

Four cases were taken for the analysis and the major themes were extracted

based on their narratives. The themes are pre-intervention themes, usually by a personal interview and post- intervention themes after BEG intervention. The major themes that stand out pre and post interventions are described in the following table-

S.No.	CASE	Pre-Intervention Themes	Post-Intervention Themes
1	CASE 1	<ul style="list-style-type: none"> <li>• Long workingHours</li> <li>• Lack of support from mother-in-law</li> <li>• Overburden of responsibilitiesat</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Long workinghours</li> <li><input type="checkbox"/> <del>Lack of support from mother in law</del> (Division ofresponsibilities)</li> <li><input type="checkbox"/> <del>Overburden</del> of</li> </ul>



		<p>work and home</p> <ul style="list-style-type: none"> <li>• Increasinganxiousness</li> <li>• Continuous Stress</li> <li>• Trying to maintain cordial relationship</li> <li>• PhysicalExhaustion</li> <li>• MentalAbuse</li> </ul>	<p>responsibilities (Less)</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> <del>Increasing</del> anxiousness(VeryLess)</li> <li><input type="checkbox"/> <del>Continuous Stress</del> (Very Less)</li> <li><input type="checkbox"/> <del>Trying to maintain</del> cordial relationship</li> <li><input type="checkbox"/> PhysicalExhaustion</li> <li><input type="checkbox"/> <del>Mental Abuse</del>(Less)</li> <li><input type="checkbox"/> Increased workefficiency</li> </ul>
2	CASE 2	<ul style="list-style-type: none"> <li>• Responsibilitiespressure</li> <li>• Grief andtrauma</li> <li>• Stress</li> <li>• Loneliness</li> <li>• Forced physicalintimacy</li> <li>• Scared</li> <li>• MentalAbuse</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> <del>Responsibilities</del> pressure(Less now)</li> <li><input type="checkbox"/> Grief andtrauma</li> <li><input type="checkbox"/> <del>Stress</del>(Reduced)</li> <li><input type="checkbox"/> <del>Loneliness</del> (Contended in own company)</li> <li><input type="checkbox"/> <del>Forced Physical intimacy</del> (started objecting)</li> </ul>

			<ul style="list-style-type: none"> <li>• <del>Scared</del></li> <li>• <del>Emotional Abuse</del>(Emotionally strong )</li> </ul>
3	CASE 3	<ul style="list-style-type: none"> <li>• Childhood Insecurities</li> <li>• Lack of confidence</li> <li>• Over estimation of capabilities</li> <li>• Disappointments</li> <li>• Low self-esteem</li> <li>• Self-blame</li> <li>• Hurt</li> <li>• Betrayal</li> <li>• Work stress</li> <li>• Lack of trust</li> <li>• Mental Abuse</li> <li>• Trauma</li> <li>• scared</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Childhood Insecurities</li> <li><input type="checkbox"/> <del>Lack of confidence</del> (Little empowered)</li> <li><input type="checkbox"/> <del>Over estimation of capabilities</del> (Reality touch)</li> <li><input type="checkbox"/> Disappointments</li> <li><input type="checkbox"/> <del>Low self-esteem</del> (Working on it)</li> <li><input type="checkbox"/> <del>Self-blame</del> (Stop blaming self)</li> <li><input type="checkbox"/> Hurt</li> <li><input type="checkbox"/> Betrayal</li> <li><input type="checkbox"/> <del>Work stress</del> (Less)</li> <li><input type="checkbox"/> <del>Lack of trust</del> (slowly)</li> </ul>

			<p>building up)</p> <p><input type="checkbox"/> <del>Mental Abuse</del>(Emotionally better)</p> <p><input type="checkbox"/> Trauma</p> <p><input type="checkbox"/> <del>Scared</del> (less scared, yet cautious)</p>
4	CASE 4	<ul style="list-style-type: none"> <li>• Unhappy childhood</li> <li>• Trauma</li> <li>• Unfulfilled desires</li> <li>• Lack of decision making power</li> <li>• Financial insecurities</li> <li>• Guilt and regrets</li> <li>• Continuous struggles</li> <li>• Loneliness</li> <li>• Hurt</li> <li>• Mental abuse</li> <li>• Job stress</li> </ul>	<p><input type="checkbox"/> Unhappy childhood</p> <p><input type="checkbox"/> Trauma</p> <p><input type="checkbox"/> <del>Unfulfilled desires</del></p> <p><input type="checkbox"/> <del>Lack of decision making power</del> (took charge of life)</p> <p><input type="checkbox"/> <del>Financial insecurities</del> (working hard)</p> <p><input type="checkbox"/> Guilt and regrets</p> <p><input type="checkbox"/> Continuous struggles</p> <p><input type="checkbox"/> <del>Loneliness</del> (Found peace inside)</p>

			<input type="checkbox"/> Hurt <input type="checkbox"/> <del>Mental</del> <del>abuse</del> (Emotionally better) <input type="checkbox"/> <del>Job stress</del> (Job change)
--	--	--	---

Table 1: Pre and Post-intervention Themes

### Analysis and Discussion

S.No.	Main theme and Sub-themes
1	<p>Work-related stress</p> <ul style="list-style-type: none"> <li>• Longer working hours</li> <li>• Overburden of responsibilities</li> <li>• Financial insecurities</li> <li>• Job stress</li> <li>• Lack of concentration and focus</li> <li>• Performance issues</li> </ul>
2	<p>Life-related stress</p> <ul style="list-style-type: none"> <li>• Lack of family support</li> <li>• Over burden of responsibilities</li> </ul>

	<ul style="list-style-type: none"><li>• Relationship issues</li><li>• Lack of freedom of decision making</li><li>• Physical exhaustion</li></ul>
3	<p>Psychological stress</p> <ul style="list-style-type: none"><li>• Self-blame</li><li>• Guilt and regrets</li><li>• Anxiousness</li><li>• Stressed</li><li>• Low self-esteem</li><li>• Mental abuse</li><li>• Loneliness</li><li>• Scared</li><li>• Hurt and betrayal</li></ul>
4	<p>Past Stress</p> <ul style="list-style-type: none"><li>• Grief and trauma</li><li>• Childhood abuse</li></ul>

	<ul style="list-style-type: none"><li>• Unhappychildhood</li><li>• Unfulfilled desires and dreams</li></ul>
--	---

Table 2: Main Themes & Sub-Themes



The four major themes that were pointed out were converging on the altered phases of stress. The stressors for all four cases were coming from work, life, psychological state and their past experiences.

**Research Question 1:** How much is the occupational stress hampering your professional as well as personal lives? Women from different backgrounds and work place were studied. Also their age group was different. However, the stress they were facing in their professional lives was limiting their efficiency in their personal lives as well. The work place stress and demands are generating an undue pressure on them. According to them, they were unable to concentrate on their works and the efficiency and quality of work produced was declining. However, after attending the sessions they realised that in order to meet the expectations of their professional life, their personal lives also need to be dealt with. That insight gave them strength to face the issues they might have overlooked or procrastinated. It gave them an understanding of managing their lives in a better way than before.

The work related stress and life related stress were found to have a significant interplay with psychological state of woman and it was described in the pre intervention narratives that all the major subthemes like long working hours, financial insecurities, job stress and performance pressure were significantly related with overburden of responsibilities and physical exhaustion which was also contributing to anxiousness and self blame, however in

post intervention narratives it was recorded that physical exhaustion was not decreasing but overburden of responsibilities with other family members. Responsibilities are being handled in the more mature way by sharing repos

**Research Question 2:** In what ways has the process of Basic Encounter Group therapy sessions helped you out psychologically, socially, emotionally and physically?

The sessions were based on the Rogers core conditions. The aim was to inculcate a healthy and positive environment which helps the participants to grow. The clients felt accepted and understood unconditionally by other members of the group. Even if the group participants never faced the situation personally, they could emphasise with the pain. Psychologically, they felt accepted socially without any judgements. They felt relaxed and eventually got clarity of future actions.

The BEG sessions were seen very successful in negotiating with the problems of all the four cases. It may be described as following-

Case No.	Themes before session	Themes resolved after the session
1	8	6
2	7	6
3	13	8
4	13	6

Table 3: Comparison of pre and post themes

From the above table it may be concluded that 63% of the major problems were resolved by the clients undergoing the BEG sessions. Few of the major themes which are related to childhood

issues, trauma and grief were remain unresolved and require more focused attention and extensive BEG exposure for achieving better closure.

**Research Question 3:** Were you able to realise your worth during the ongoing sessions?

There was a lot of resentment and disappointment in the clients before attending the group sessions. They felt trapped and insecure. The person centred approach always focussed on self-worth and becoming a fully functioning person, this group therapy made them realise their own solutions and accepting themselves and others unconditionally.

‘Case 1’ had an open conversation with her husband and got courage to put forward issues that bothered her to her core. She was firm that they cannot start a family until all this gets resolved. The husband understood her problems and they rented another house nearby so that they can live close to his mother and at the same time maintain privacy. As a result, ‘X’ was able to manage her work, food and home more effectively and her work efficiency increased.

‘Case 2’ after attending session was feeling better and yearned to strive for self-identity. She stated that she has started taking care of herself and these sessions helped her a lot. Listening to other women struggling in their lives gave her an insight that no problem is

bigger than its solution. Apart of that her experience and wisdom of life helped other members of the group. She realised that though life has been very tough and cruel with her but at the same time life also opened new doors for her. She started feeling assertive and planning to pursue MA in psychology to spread her wings further professionally.

Though ‘Case 3’ was in a dilemma as she had to choose between staying or leaving her husband after infidelity by him. Moreover she was always insecure about her persona. The BEG sessions were enlightening to her as she felt accepted by the group for what she was. The members were

empathetic and could understand her pain. She felt light and relieved after few sessions and believed in herself and her environment. The self-blame turned into self-acceptance and she felt strong enough to give her marriage a new beginning once again. Post therapy, she felt confident and wished to explore other work opportunities.

The unsatisfactory life of ‘Case 4’ had turned her world upside down. BEG sessions were equally unsettling for her, as she was initially very quiet in them. ‘Case 3’ made her realise that life is always not easy and contented. Dreams and desires are also indispensable part of an individual. She decided to be emotionally resilient and do her utmost in the quest for happiness within self.

### Summary

A positive outcome was achieved after attending successive Basic Encounter Group therapy sessions in the female

participant's journey in life. The members were able to sustain work-life balance to a certain extent with the help of each other's motivation and coping strategy during the process. No advises were given, in fact the aim was them to find their own ways to deal with issues. The accent of feelings and emotions among the group members was highlighted. The elementary necessity of an individual to be understood and accepted the way they are was gratified to an extent.

### Disclosure Statement

No probable clash of interest was stated by the researcher.

### References

- Charura, D. (2020). Psychotherapists' experiences of co-facilitating large encounter PCEP groups: an interpretative phenomenological analysis of six interviews. *Person-Centered & Experiential Psychotherapies*.
- Contributors, W. (n.d.). *Women in India*. Retrieved from Wikipedia.
- Macke, K., & Hasler, G. (2019). Why should person-centered facilitating be gender-sensitive? *Person-Centered & Experiential Psychotherapies*, 360-366.
- Michie, D. S. (2002). CAUSES AND MANAGEMENT OF STRESS AT WORK. *BMJ journals*.
- Mohajan, H. (2012). The occupational stress and risk of it among the employees. *International Journal of Mainstream Social Science*, 17-34.
- Office, C. S. (2018). *Women and Men in India (A statistical compilation of Gender related Indicators in India)*. New Delhi: Social Statistics Division.
- Quinn, A. (2013). A Person-Centered Approach to Multicultural Counseling Competence. *Journal of Humanistic Psychology*, 202-251.
- Rachel A. Jordan, M. M. (2012). The Effect of Person-Centered Group on Teacher Stress. *The Person-Centered Journal*.
- Rock, M. J. (2019). Being human: how does the personal experience of participating in encounter groups support the development and practice of the encounter facilitator? *Person-Centered & Experiential Psychotherapies*, 325-333.
- Rodriguez, J. (2018). Carl Rogers. *Research Gate*.
- Rogers, C. R. (1961). *On Becoming a Person*. U.S.A.: HOUGHTON MIFFLIN COMPANY, BOSTON.
- Rogers, C. R. (1970). *Encounter Groups*. USA: The Penguin Press.
- Steven Sauter, L. M. (1999). *The National Institute for*

- Occupational Safety and Health (NIOSH)*. Retrieved from Centers for Disease Control and Prevention: <https://www.cdc.gov/niosh>
- Whedbee, J. C. (2009). A Narrative Analysis Using Multiple Case Studies of Nursing Graduates Who Overcame Academic Adversity. *Andrews University*.
- Witty, M. C. (2007). Client-Centered Therapy. *Research Gate*, 35-50.
- Yamey, G. (2017). *How to write a qualitative research paper*. Retrieved from Center for Policy Impact in Global Health.
- Zauner, E. (2019). Facilitating groups- responsibility of person and role. *Person-Centered & Experiential Psychotherapies*, 286-298.
- NAIKWADE, SHITAL, R. GOPAL, and NITIN SIPPY. "A STUDY ON WORKING WOMEN'S ATTITUDE TOWARDS ALLOPATHY OR AYURVEDA & YOGA SYSTEM OF MEDICINE FOR MANAGING THE LIFESTYLE DISEASES WITH SPECIAL REFERENCE TO WESTERN SUBURBS OF MUMBAI." *International Journal of Business Management & Research (IJBMR)* 6.1 (2016) 57-64
- Arthi, D., and K. Malar Mathi. "Interaction Effect of Age and Type of Family on Apparel's Post Purchase Dissonance of Working Women." *BEST: International Journal of Management, Information Technology and Engineering (BEST:IJMITE)* 4.1 (2016): 19-24.
- Patel, MEHUL D., et al. "Adaptive Physiological and Biochemical Responses of Dairy Animals to Heat Stress: A Review." *International Journal of Applied and Natural Sciences (IJANS)* 5.1 (2016): 107-116.
- UPRETI, RASHMI, and RITU SINGH. "DEGREE OF MENTAL CHALLENGE- A STRONG PREDICTOR OF LEVEL AND TYPE OF PARENTAL STRESS." *International Journal of Humanities and Social Sciences (IJHSS)* 5.2 (2016) 77-86
- SRIVASTAVA, SHILPI, and MALVIKA SRIVASTAVA. "IMPROVING TOLERANCE OF STEVIA REBAUDIANA TO WATER DEFICIT STRESS THROUGH FOLIAR SPRAY OF POTASSIUM NITRATE." *International Journal of Applied and Natural Sciences (IJANS)* 5.4 (2016) 1-8
- Ahire, YOGITAM., AHMEDA. Hamoud, and KIRTI WANT P. Ghadle. "Analysis of Thermal Stresses in Thin Circular Plate Due to Moving Heat Source." *International Journal of Mechanical and Production Engineering Research and Development (IJMPERD)* 9.3 (2019): 1285-1292.