**Contribution of Cultural Worldview to Generic Counseling and Development**

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**Abstract**

A brief review of the major advances in multicultural counseling and psychotherapy literature and research is presented. A major emphasis is on the construct of “worldview” and on how knowledge and understanding of client worldview leads to more effective, ethical, sensitive, and client-specific counseling and development activities and interventions. This article reviews research and theory to support use of the worldview construct as a mediating variable in counseling and development interventions. This information can help the process of engaging clients, training effective and sensitive counselors, understanding organizational culture, and understanding the impact of gender on worldviews of men and women. Current research on the construct of worldview and its applications in counselor training, in counseling interventions, and in industrial-organizational settings is presented.