TIPS FOR SUPERVISORS

Establishing a Healthy, Productive Relationship with Supervisees

- Treat Supervisees with respect; be open and honest about what you do and do not know.
- Work at developing a spirit of mutual trust and collaboration.
- Listen diligently to what supervisees are both saying and not saying, and try to tune into their fears, struggles, and hopes.
- Have a clear understanding of the purpose and the limits of the supervisory relationship.
- Be available, especially by being fully present during the supervisory session and by making sure that this is "protected time" that is free from interruptions.
- Be willing to seek consultation when you are unfamiliar with the topic under discussion.
- Be clear on the boundaries of the relationship.

Guarding Against Imposition of Your Values

- Work on having a clear understanding of your values, beliefs, and attitudes regarding the range of typical issues that come up in supervision.
- Discuss with your supervisees their values and beliefs, and share yours as well.
- Talk openly about how values and beliefs affect the supervisory relationship and supervisees' work.
- Initiate discussions with supervisees regarding their values about marriage and divorce, homosexuality, spirituality, suicide, child-rearing, and violence. Share your ideas is it seems that it will help supervisees and the supervisory relationship.

Work with Multicultural Issues

- Help supervisees assess what they need to learn about multicultural issues.
- Have frequent discussions with supervisees about multicultural issues.
- Instill a sense of respect and acceptance of multicultural issues in counseling by modeling that respect and acceptance yourself.
- Expand your own knowledge by attending workshops and by reading.

(Clinical Supervision In the Helping Professions: Haynes, Corey, Moulton 2003)

CHARACTERISTICS OF AN EFFECTIVE SUPERVISOR

- Aware of clinical, legal, and ethical issues
- Possesses good clinical skills
- Demonstrates empathy, respect, genuineness, listening
- Establishes an accepting supervisory climate
- Creates a supervisory relationship characterized by trust and respect
- Determines the developmental level of the supervisee and provides supervision methods that will best serve the training needs of the supervisee
- Has a sense of humor
- Develops clear boundaries
- Encourages appropriate risk-taking on the part of supervisees
- Supports a collaborative supervisory process
- Respects the knowledge supervisees bring to the supervisory relationship
- Appreciates individual differences among supervisees and differing opinions about theoretical viewpoints
- Is open, approachable, and supportive
- Has a keen interest in training and supervision
- Shows sensitivity to the anxieties and vulnerabilities of supervisees
- Values supervision sessions as “protected” time
- Provides honest constructive feedback

INEFFECTIVE CHARACTERISTICS OF A SUPERVISOR

- Rigid
- Closed to Feedback
- Act as if they have all the answers
- Use supervision as a forum to display their knowledge