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SACRAMENTO  
STATE

*Redefine the Possible*

# Supervision

Module 1

# Supervision

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- Clinical Supervision is an intervention in its own right. As is teaching, psychotherapy, and mental health consultation.
- Unique to Supervision:
  - Theory
  - Techniques
  - Issues

# Supervision

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- Bernard and Goodyear (2014) define supervision as :  
“An intervention provided by a more senior member of a profession to a more junior colleague to colleagues to typically (but not always) are members of that same profession”.

# The Supervision relationship

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- This relationship is:
  - Evaluative and hierarchical
    - Includes formative & summative evaluations
      - Formative evaluations: e.g. mid-semester evaluation based on observation of skills, allows for implementation of feedback
      - Summative Evaluation: e.g. end of semester evaluation based on overall experience and final feedback
  - Extends over time, and
  - Has the simultaneous purposes of enhancing the professional functioning of the more junior person(s); monitoring the quality of professional services offered to the clients that she, he, or they see; and serving as a gatekeeper for the particular profession the supervisee seeks to enter.

## Supervision vs. Teaching/counseling/& consultation

	Similarities	Differences
Teaching	<ul style="list-style-type: none"> <li>• Both have the purpose of imparting new skills and knowledge.</li> <li>• Both have evaluative and gatekeeping functions.</li> </ul>	<ul style="list-style-type: none"> <li>• Whereas teaching is driven by a set curriculum or protocol, supervision is driven by the needs of the particular supervisee and his/her clients.</li> </ul>
Counseling or Therapy	<ul style="list-style-type: none"> <li>• Both can address recipients' problematic behaviors, thoughts, or feelings.</li> </ul>	<ul style="list-style-type: none"> <li>• Any therapeutic work with a supervisee must be only to increase effectiveness in working with clients.</li> <li>• Supervision is evaluative, whereas counseling is not.</li> <li>• Counseling clients often have a greater choice of therapists than supervisees have of supervisors..</li> </ul>
Consultation	<ul style="list-style-type: none"> <li>• Both are concerned with helping the recipient work more effectively professionally. For more advanced trainees, the two functions may become indistinguishable.</li> </ul>	<ul style="list-style-type: none"> <li>• Consultation is a relationship between equals, whereas supervision is hierarchical.</li> <li>• Consultation can be a one-time event, whereas supervision occurs across time.</li> <li>• Consultation is more usually freely sought by recipients than is supervision.</li> <li>• Supervision is evaluative, whereas consultation is not.</li> </ul> <p style="text-align: right;">(Bernard &amp; Goodyear, 2014)</p>

# Purpose of supervision

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The aforementioned definition of supervision by Bernard and Goodyear (2014) suggests that supervision has two central purposes:

1. To foster the supervisee's professional development- a supportive and educational function.
2. To ensure client welfare- the supervisor's gatekeeping function is a variant of the monitoring of client welfare.

(Bernard & Goodyear, 2014)

# Conceptual Model of Supervision

