Supervision

• Clinical Supervision is an intervention in its own right. As is teaching, psychotherapy, and mental health consultation.

• Unique to Supervision:
  • Theory
  • Techniques
  • Issues
Supervision

• 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

• 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.
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<th>Supervision vs. Teaching/counseling/&amp; consultation</th>
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<td><strong>Similarities</strong></td>
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| Teaching | • Both have the purpose of imparting new skills and knowledge.  
• Both have evaluative and gatekeeping functions. | • Whereas teaching is driven by a set curriculum or protocol, supervision is driven by the needs of the particular supervisee and his/her clients. |
| Counseling or Therapy | • Both can address recipients’ problematic behaviors, thoughts, or feelings. | • Any therapeutic work with a supervisee must be only to increase effectiveness in working with clients.  
• Supervision is evaluative, whereas counseling is not.  
• Counseling clients often have a greater choice of therapists than supervisees have of supervisors. |
| Consultation | • Both are concerned with helping the recipient work more effectively professionally. For more advanced trainees, the two functions may become indistinguishable. | • Consultation is a relationship between equals, whereas supervision is hierarchical.  
• Consultation can be a one-time event, whereas supervision occurs across time.  
• Consultation is more usually freely sought by recipients than is supervision.  
• Supervision is evaluative, whereas consultation is not. |

(Bernard & Goodyear, 2014)
Purpose of supervision

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)