



SUPERVISION

Module 1



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
- 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"> • Both have the purpose of imparting new skills and knowledge. • Both have evaluative and gatekeeping functions. 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Both can address recipients' problematic behaviors, thoughts, or feelings. 	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Both are concerned with helping the recipient work more effectively professionally. For more advanced trainees, the two functions may become indistinguishable. 	<ul style="list-style-type: none"> • 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. <p style="text-align: right;">(Bernard & Goodyear, 2014)</p>

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)

Conceptual Model of Supervision

