Looking for Smoke: Detecting Indicators of Issues in the Supervisory Relationship

Name:_____   Date:_____

Use the checklist to detect indicators of emerging issues in the supervisory relationship, either due to your behavior or your supervisee's behavior. This list is not exhaustive. In considering these indicators, remember that everyone has "off days." These behaviors and characteristics are not necessarily problematic in and of themselves; therefore, only check an item if it is consistently problematic or represents an acute and severe problem. Use the "Notes" section to include relevant contextual information. Reflect on the following questions: What specific behavior make you think this indicator is present? What does this behavior mean to you? What does this behavior mean to the supervisee? What are the risks associated with this indicator or issue?

Anxious   Notes:

    Supervisee

       Self

Blames others   Notes:

    Supervisee

       Self

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Cancels meetings   Notes:

    Supervisee

      Self

Complains or overly critical   Notes:

    Supervisee

      Self

Condescending   Notes:

    Supervisee

      Self

Defensive   Notes:

    Supervisee

      Self

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Delayed response to communication   Notes:

    Supervisee

      Self

Disinterested   Notes:

    Supervisee

      Self

Dismissive   Notes:

    Supervisee

      Self

Disorganized   Notes:

    Supervisee

      Self

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Disrespectful   Notes:

    Supervisee

       Self

Dominates conversations or interactions   Notes:

    Supervisee

       Self

Impulsive   Notes:

    Supervisee

       Self

Inflexible/overly rigid in thinking or behavior   Notes:

    Supervisee

       Self

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Insensitive/rude   Notes:

    Supervisee

        Self

Late for meetings   Notes:

    Supervisee

        Self

Misses deadlines/requests extensions   Notes:

    Supervisee

        Self

Overly emotional (e.g., argumentative, tearful)   Notes:

    Supervisee

        Self

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Passive in conversations or interactions   Notes:

    Supervisee

       Self

Poor follow through   Notes:

    Supervisee

       Self

Poor quality work   Notes:

    Supervisee

       Self

Reserved or sullen   Notes:

    Supervisee

       Self

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Self-critical   Notes:

    Supervisee

      Self

Socially awkward   Notes:

    Supervisee

      Self

Uncommunicative (e.g., avoidant)   Notes:

    Supervisee

      Self

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Upon completion, engage in self-reflection and work to identify the function of the problematic behavior (e.g., escape, access to supervisor attention) and barriers to the desired behavior (e.g., skill deficits in time management, damaged supervisory relationship, life events).

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