

Self-Reflection on Supervisory Practices

Name: _____

Date: _____

Questions to Consider

- Have you clarified the nature of the supervisory relationship?

- Do you use a structured agenda for your meetings with this supervisee?

- Do you regularly (i.e., at least every other week) check in with your supervisee about how they are doing in general (e.g., how they are feeling, how school is going, interests outside of work)?

- Do you use a structured approach to identifying knowledge content and skills to address?

- Do you use behavioral skills training to teach skills (e.g., provide instructions, model, practice with feedback, reach a predetermined mastery criterion)?

- Do you provide frequent, high-quality supportive and corrective feedback (e.g., multiple times in each supervision meeting/observation)?

- Is your ratio of positive to corrective/directive feedback at least 5:1?

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- Do you document your feedback and follow-through to ensure that it was implemented and the desired performance change occurred?
- Have you solicited feedback about your supervisory practices from this supervisee and/or other supervisees?
- Have you ever received specific feedback about your supervision practices?
- Have you ever had a more experienced colleague or mentor observe and evaluate your supervisory practices?
- Do you regularly engage in professional development activities (e.g., attend trainings or workshops, read practice or research articles or books) related to supervision?
- Do you engage in activities that help you understand the diversity, cultural frameworks, and experiences of the people you are supervising?
- Have you ever had a more experienced colleague or mentor observe and evaluate your practices in relation to culture or diversity?

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Self-Reflection Activities

1. Using your answers to the above questions, make a list of your general supervisory practices, behavior, and style. Go back through that list and expand on the things that you do (or don't do) that might be related to the supervisee's performance issue. For example, if your supervisee is being very argumentative in meetings with you, reflect on and describe your communication style. Are you argumentative? Do you praise others when they are argumentative? Are you passive? Do you back down or give in when someone argues with you? Do you end the conversation or argue back? If you identify that your supervisee is disorganized, reflect on your organizational skills. Are you prompt? Can you quickly find information or materials when you or others need them? Do you manage your time and tasks effectively? Ask self-evaluative questions to determine the scope of the issue and your specific role in it.

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2. Reflect on your past supervisors and list things they did that were particularly effective and enjoyable. Review that list and check each behavior that you currently engage in with your supervisees on a regular basis. Are there things on the list that you only sometimes do, or do not do at all? Plan to incorporate those behaviors or strategies into your current supervisory practice and observe the responses of your supervisees.

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3. Reflect on your past supervisors and list things they did that were ineffective or unpleasant. Review that list and check each behavior that you currently engage in with your supervisees on a regular basis. Think about how those behaviors impacted you and how they might be impacting your supervisee.