

Self-Reflection on Personal History and Biases

Name: _____

Date: _____

Reflect on your culture, background, and personal beliefs. How would you describe your general culture or personal beliefs to someone else? What are your most important personal beliefs? How do those inform how you perceive and interact with others? Do you have frequent interactions with individuals from cultures, backgrounds, geographic areas that differ from your own? What have you learned about cultural responsiveness? What can you do to increase the comfort of cross-cultural interactions?

Think about the influence of your culture on your supervision practices in general. In what positive ways does your culture inform your supervisory practices? In what negative ways? How about with supervisees? How about with a particular supervisee with whom you have had issues? How do you manage each of the common supervisory “hot spots” listed in Chapter 4?

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Think about the influence a supervisee's culture may have on your interactions. Do you know about your supervisees' cultures and cultural practices? Do you ever find yourself thinking in terms of labels? Do you consider these labels desirable (e.g., hard working, intelligent, friendly, calm, easy-going) or undesirable (e.g., controlling, lazy, disorganized, rigid, argumentative)? Do you associate these with particular groups based on culture, religion, ethnicity, gender/sexuality, age, etc.? If so, list those labels and all the people who you think demonstrate them. Reflect on what these lists mean. Are they fair assumptions? Are the individuals different from you in terms of lifestyles or culture? Are there times and places where some of these behaviors are meritorious and times when you think they are not desirable? It may be helpful to review the list with a colleague or friend from a different culture or who has made different lifestyle choices.