

417.M MAXIMIZING YOUR CLINICAL SUPERVISION (FOR SUPERVISEES)



NEW ENGLAND
SUMMER SCHOOL OF
ADDICTION STUDIES

ADCare EDUCATIONAL INSTITUTE INC

Supporting Substance Use Disorder Prevention, Intervention, Treatment, and Recovery Services



MONDAY, JUNE 3, 2019
2:30-5:30 PM



1

WORKING AGREEMENTS

1. We will treat others as we'd like to be treated
2. Share the time
3. What is said in the room stays in the room
4. Say **OUCH**, if someone says something that makes you uncomfortable
5. We're in this together
6. Be curious
7. Be open minded
8. Remain teachable

2

2

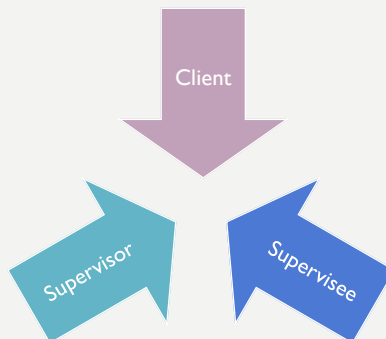
INTRODUCTIONS

1. Name
2. Your current position?
3. Where do you work?
4. Biggest challenge you've experienced in supervision?
5. Most rewarding experience you've experienced in supervision?
6. One thing I want to learn over the next 3 hours?

3

WHAT IS CLINICAL SUPERVISION?

- Clinical Supervision is a relationship between clinical supervisor, supervisee, and client they serve.



4

4

CLINICAL SUPERVISOR ROLES

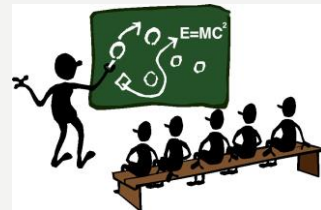


- Teacher
- Provide an intensive learning experience
- Promote professional development
- Expand connections between personal interest and continual learning

5

5

CLINICAL SUPERVISOR ROLES



- Coach
- Provide non-clinical counseling
- Give support and encouragement
- Offer discrete affirmation

6

6

CLINICAL SUPERVISOR ROLES



- Consultant
- Help solve problems
- Monitor ethical and legal issues
- Protect both clients' and agencies' interests

7

7

CLINICAL SUPERVISOR ROLES



- Mentor
- Be a role model
- Provide direction and guidance
- Challenge with acceptance

8

8

CLINICAL SUPERVISOR ROLES

- Evaluator
- Help set goals
- Conduct performance reviews
- Promote and demonstrate excellence



9

9

FOUR SUPERVISORY GOALS



There are four primary goals of clinical supervision:

1. Promoting professional growth and development through teaching
2. Protecting the welfare of clients through observation and mentoring
3. Monitoring counselors' performance as a "gatekeeper" through observation and evaluation
4. Empowering counselors to engage in continuous professional development

To achieve these goals will require balancing the various responsibilities and roles of a clinical supervisor.

10

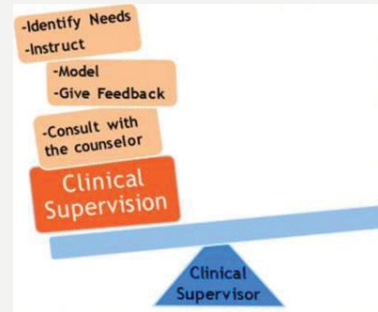
10

CLINICAL SUPERVISION

The clinical focus in supervision is on improving the skills and effectiveness of the supervisee as a counselor.

To satisfy clinical responsibilities you:

- Identify needs
- Instruct
- Model
- Give feedback
- Consult with the counselor



11

11

ADMINISTRATIVE SUPERVISION

The administrative element of clinical supervision focuses on following, and helping the counselor follow, the administrative and procedural aspects of the agency's work. Administrative supervision tasks include:

- Selecting, hiring, and firing personnel
- Structuring staff work
- Formally evaluating personnel for pay and promotions
- Planning, organizing, coordinating, and delegating work



12

12

EVALUATION IS CENTRAL TO BOTH CLINICAL AND ADMINISTRATIVE RESPONSIBILITIES

ADMINISTRATIVE

Ensure compliance with correct formats for documentation, agency leave policies, scheduling and coverage, performance reviews, and contractual expectations.

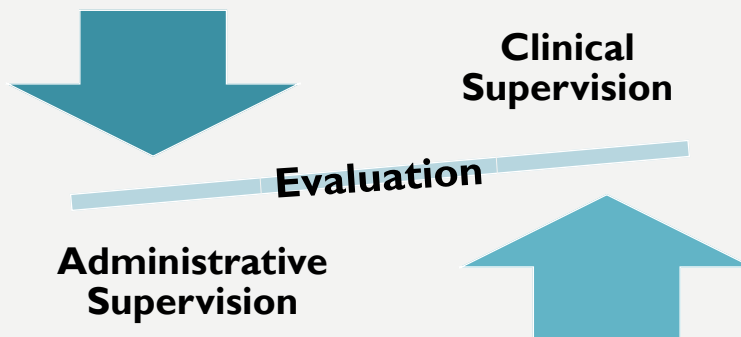
CLINICAL

Continuously evaluate the counselor's performance, knowledge and skills, strengths and deficiencies, needs, attitudes, and development.

13

13

RESPONSIBILITIES



14

14

CLINICAL SUPERVISION DILEMMAS

- Being supervised by a fellow co-worker
- Receiving only administrative supervision
- Different theoretical models
- Generational differences
- Gender differences
- Racial, ethnic or cultural differences
- Power differential
- Supervision versus therapy
- Boundary issues
- Dual relationships

15

ISSUES TO CONSIDER

- 1) What I am looking for in a supervisor (and not looking for)?
- 2) Are there any concerns that I need to clarify/discuss about supervision?
- 3) What will I say to explain how I learn best?
- 4) What is helpful to share about my current context?
- 5) What do I want to focus on at the moment?

16

LEARNING YOUR LEARNING STYLE

- <http://vark-learn.com/>
- Learn your learning style
- Visual learners learn by seeing, auditory learners learn by hearing, and kinesthetic learners learn by doing.

17

CHARACTERISTICS OF VISUAL LEARNERS

- Like to read.
- Memorize things by seeing them on paper.
- Are organized.
- Would rather watch, than talk or do.
- Notice details.
- Remember faces better than names.
- Have trouble following verbal directions.
- Are easily distracted by noise.
- Doodle on their paper.

18

CHARACTERISTICS OF AUDITORY LEARNERS

- Remembers what they say and what others say very well.
- Remembers best through verbal repetition and by saying things aloud.
- Prefers to discuss ideas they do not immediately understand.
- Remembers verbal instructions well.
- Finds it difficult to work quietly for long periods of time.
- Easily distracted by noise, but also easily distracted by silence.
- Verbally expresses interest and enthusiasm.

19

CHARACTERISTICS OF KINESTHETIC LEARNERS

- Kinesthetic learners enjoy using manipulatives.
- Kinesthetic learners speak with their hands and with gestures.
- Kinesthetic learners remember what was done but have difficulty recalling what was said or seen.
- Kinesthetic learners rely on what they can directly experience, do or perform.
- Kinesthetic learners are outgoing and expressive by nature.
- Kinesthetic learners need to be active and in motion.

20

SUPERVISEE PREPARATION

- 1) Take notes during the week so that you don't forget what you want to cover at the next meeting (these can be 2 to 3 reminders).
- 2) Be prepared to take just a few minutes with a concept that you think may take the whole session and vice versa.
- 3) Be mindful of what is going well and what you would like to improve upon; chances are discussions of those positive occurrences can lead to learning something new.
- 4) Don't forget to discuss things that may not be directly client-related, such as an interaction with a colleague or a relevant news item.
- 5) Remember that supervision is often focused on what we can do better, but it doesn't mean that what you are already doing is necessarily wrong; it may help to think of it as different

21

GETTING THE MOST OUT OF CLINICAL SUPERVISION

1. ***Come prepared. Have a current list of clients.*** Think about what you want to cover before your supervision session.
2. ***Allow enough time for your supervisor to read your documentation or files.*** You will get more meaningful, thorough feedback when you give your supervisor adequate time to actually read what you've written.
3. ***Ask questions about all aspects of the profession, not just your clients.*** Bring a list of specific questions. You have access to an experienced clinician. Take advantage of the opportunity to ask about all aspects of your profession, not just about your clients.

22

GETTING THE MOST OUT OF CLINICAL SUPERVISION

4. ***Don't be afraid to be vulnerable. Talk about your struggles. Admit your mistakes. Be honest about counter-transference feelings.***
5. ***Ask for feedback.*** If you aren't getting formal or informal feedback, ask your supervisor to let you know what you need to work on and where you are making progress.
6. ***Ask for support.*** If you need more support, ask for it. Your supervisor will not necessarily know that you are struggling unless you speak up. There is no shame in asking for help. We need to model this for our clients and practice what we preach!

23

RECOMMENDATIONS

- Be proactive.
- Remain flexible.
- Ask for what you need; do not demand it.
- Take responsibility for learning and growing in supervision.
- You are the ultimate winner or loser.
- Self-assessment and reflection are your best tools for improving as a counselor, learning as a supervisee, and problem solving in relationships with clients and supervisors.
- Avoid blaming and focus on planning and problem solving.
- Instead of focusing on what your supervisor does not provide, ask what you can learn from your supervisor.

24

HELPFULNESS RULER

On a scale of 1 to 10, how helpful was today's class?



1	2	3	4	5	6	7	8	9	10
Not at all Helpful				Somewhat Helpful					Extremely Helpful