

**EVALUATION OF PROFESSIONAL SUPERVISION**

**Date:**

**Supervisee:**

**Supervisor:**

**Rating scale**

1. Almost never 2. Occasionally 3. Often 4. Almost always

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| **Quality of the supervision process** | **Supervisor** | **Supervisee** |
| 1. We negotiated a mutually acceptable contract specifying format, goals, roles/responsibilities and accountability of both parties. |  |  |
| 2. The supervisor/ee fulfilled their commitments as specified in the agreement. |  |  |
| 3. The supervisor/ee maintained appropriate professional boundaries in the supervision relationship. |  |  |
| 4. The supervisor/ee set and worked to an agenda for the supervision session, in consultation with supervisor/ee |  |  |
| 5. The supervisor/ee was reliable in making time for and punctual in attending the regular supervision sessions. |  |  |
| 6. The supervisor/ee placed a high priority on understanding the client’s perspective, and regard for the client strengths. |  |  |
| 7. The supervisor used a range of questioning styles to assist the supervisee to explore and conceptualise issues and solutions. |  |  |
| 8. The supervisor/ee worked together to formulate supervision questions and topics to discuss as required. |  |  |
| 9. The supervisor/ee kept a reflective journal to assist in the supervision process and the development of reflective practice. |  |  |
| 10. The supervisor/ee communicated sensitivity towards cultural and ideological differences relevant to clinical practice. |  |  |
| 11. The supervisor/ee demonstrated clinical skills in sessions (e.g., instructions, role-plays, videotapes etc.). |  |  |
| 12. The supervisor/ee explained concepts and material clearly. |  |  |
| 13. The supervisor/ee respected confidentiality. |  |  |
| 14. The supervisor/ee made supervisee/or feel valuable and respected as a colleague. |  |  |
| **Quality of the supervision process (continued)** | **Supervisor** | **Supervisee** |
| 15. The supervisor/ee sought feedback from supervisee/or about satisfaction with supervision. |  |  |
| 16. The supervisor/ee participated actively with the supervision process. |  |  |
| 17. The supervisor created an atmosphere of trust and support. |  |  |
| 18. The supervisor was available for crisis contact. |  |  |
| 19. The supervisor’s supervision style was suited to supervisee level of clinical experience, learning style and needs. |  |  |
| 20. The supervisor encouraged presentation of supervisee’s point of view and respected supervisee’s opinions. |  |  |
| 21. The supervisor helped supervisee to identify their strengths and weaknesses relating to the core skills, knowledge, attitudes and competencies required for professional practice. |  |  |
| 22. The supervisor provided opportunities for practice of clinical skills in sessions, observed performance and provided feedback. |  |  |
| 23. The supervisor was flexible and adapted to changing needs of supervisee in supervision. |  |  |
| 24. The supervisor encouraged supervisee to examine ethical issues relating to practice, in line with professional codes of conduct. |  |  |
| **Outcomes of supervision** | **Supervisor** | **Supervisee** |
| 25. Supervision improved supervisee clinical skills, knowledge, and attitudes relating to clinical practice. |  |  |
| 26. Supervision increased supervisee confidence as a practitioner. |  |  |
| 27. Supervision increased supervisee understanding of the organisation in which they work. |  |  |
| 28. Supervision increased supervisee knowledge of ethical issues in practice. |  |  |
| 29. Supervision increased supervisee knowledge of relevant local, state and national policies and procedures. |  |  |
| 30. Supervisee feels more enthusiastic about their work as a result of the supervision experience. |  |  |
| 31. Supervision motivated the supervisee to work on developing clinical skills. |  |  |
| 32. Supervisee felt satisfied with the supervision they received. |  |  |
| **Outcomes of supervision (continued)** | **Supervisor** | **Supervisee** |
| 33. What are the three most positive outcomes that have been achieved from supervision? |  |  |
| i) |  |  |
| ii) |  |  |
| iii) |  |  |
| 34. What three things would you have preferred to have been done differently in supervision? |  |  |
| i) |  |  |
| ii) |  |  |
| iii) |  |  |
| 35. What specific clinical skills should be the focus of development in future supervision sessions? |  |  |
| i) |  |  |
| ii) |  |  |
| iii) |  |  |
| 36. What additional professional development activities do you think would be beneficial to support your supervision experiences? |  |  |
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