

SUPERVISION GUIDELINES FOR INTERNS

Definition:

Supervision is “an intervention that is provided by a senior member of a profession to a junior member or members of that same profession. This relationship is evaluative, extends over time, and has the simultaneous purposes of enhancing the professional functioning of the junior member(s) , monitoring the quality of the professional services offered to the clients he, she, or they see(s), and serving as a gatekeeper for those who are entering the profession” (Bernard & Goodyear, 1998).

Legal Issues:

Vicarious Liability – your supervisor is liable for any negligent acts you may engage in
Direct Liability – e.g., you haven’t kept your supervisor informed adequately and he/she suggests an intervention that leads to harm of the patient

Functions of Supervision:

Monitoring, evaluating
Instructing, advising
Modeling
Consulting
Supporting/Sharing

Supervision is Not:

Therapy
Socialization or “getting on the supervisor’s good side”
Being obsequious, fawning, or flattering of the supervisor
Knowing it all

Qualities of a Good Supervisee:

Eager to learn and willing to listen
Nice person; is pleasant and has a good sense of humor
Comports self professionally
Is prompt
Shows initiative
Knows when to seek help but is not overly dependent
Operates with appropriate level of autonomy as approved by supervisor
Follows through
Attentive to details (e.g., accurate and complete case records) and thoughtful
Is prepared for supervision (brings data, tapes, notes, has read resource articles/books)
Is non-defensive and aware of their own limitations
Receptive to supervision
Puts supervision suggestions into action
Caring
Insightful
Shows appropriate respect to the supervisor without being a sycophant

Fears of Supervisees:

I am too inadequate to be a therapist/psychologist

My supervisor will find out how inadequate I am

My patient will “go crazy” and I won’t know what to do

I’m not doing enough to help my patient

My supervisor will exploit my weaknesses if I reveal them

If I complain about my supervision/supervisor, I’ll be punished