




The Role of Clinical Supervision in Career Development

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Chapter 1-What Is Clinical Supervision

- Essentials

- A relationship that focuses on the development of the supervisee
- Evaluative
- Occurs over time
- Helps supervisee be more effective with clients
- Monitors quality of service
- Serves as gatekeeper for profession

Effective Clinical Supervisors

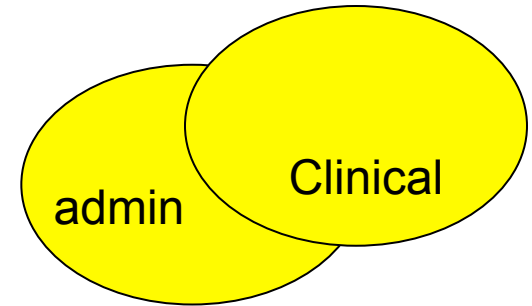
- FACILITATE the development of the supervisee/practitioner
- Devise learning strategies to help the supervisee be more effective with the client
- Have more experience and supervisory skills than the supervisee
- Are trained how to be an effective clinical supervisor

Administrative Supervision

- Focuses on the operation of the unit/department/agency
 - Employee coaching – job tasks
 - Hiring, training, guiding, firing staff
 - Quotas
 - Budgets
 - Performance appraisals
 - Trouble shooting and quality control

Role Overlap Happens

- One person has both roles – what effect on supervisee?
- Roles not easily separated even if titles are distinct
- Who is responsible?
 - Client complaints
 - Ethical issues
 - Incompetence
 - Team relationships
 - Staff meetings/case discussions



Why Is Supervision Important?

- Little or no clinical supervision post-training
- Stress due to lack of training, lack of support or ethical issues
- Ensuring
 - development of competent career practitioners
 - effective services to clients
 - appropriate feedback on performance
- Determining
 - scope of practice in the organization
 - competence of the supervisee
- Identifying appropriate referrals

Why Is Supervision Important for Career Practitioners?

- Career Counseling focuses on the whole person
- Client career and personal issues intertwine
 - Disabilities – emotional, physical, neurological
 - Grief – unemployment, non-events
 - Educational difficulties
 - Delayed development
 - Family or marriage issues



Client Career and Personal Issues

- Personal and professional transitions
- Difficulties with authority
- Relationships at work
- Lack of family support and/or family interference

Thinking Like a Clinical Supervisor

- Most Challenging
 - Shift from counselor/advisor to clinical supervisor
 - Which hat are you wearing?
 - Focus on the development of the supervisee and not solve the client's problem.
 - Notes reflect the skills, development and challenges of the supervisee and not notes about the client

Importance of Listening Skills

- Promotes trust in the relationship
- Indicates supervisor understanding of supervisee's dilemmas or successes
- Includes:
 - Reflection of content and feelings
 - Summarizing the supervisee's statements about the client and/or their problems in working with a client or client issue.
 - Asking open-ended questions beginning with what or how (not why)

Developmental Stages

- Beginning
- Intermediate
- Advanced

Situational Leadership



Situational Leadership (cont.)



Case Studies

- Read case study
- Determine what you would do if you were a clinical supervisor
- Discuss with a partner

Thank You for Attending

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