

QUESTIONS TO ASK YOUR POTENTIAL SUPERVISOR ***BEFORE*** YOU CONTRACT FOR SUPERVISION

The supervisory relationship is an experiential learning process that assists the supervisee in developing therapeutic and professional competence.

1. What are your credentials?
 - ❖ If they say that they are licensed, verify it. In CO, you can do this at no charge on line.
2. How long have you been licensed? Require a minimum of 5 years.
3. What is your academic background?
 - ❖ Make sure that their university was CACREP approved.
 - ❖ Do they have a Ph.D. or Master's Degree?
 - ❖ In what area – counseling, psychology, social work, human resources, etc.?
 - ❖ Why did they choose the program they chose?
4. Do you have formal training in supervision? If so, how much?
 - ❖ The trend in the counseling profession is to require formal training specifically in supervision. Although many states require that your supervision for licensure be provided ONLY by those who have completed formal training, at this time CO does not.
5. How long have you been a therapist? How long in private practice?
 - ❖ You want a minimum of 5 years experience.
6. How long have you been supervising? Can you provide references?
 - ❖ This is VERY IMPORTANT! You want to speak with previous employers, office partners, or others that may be able to tell you about possible personality conflicts, problems, concerns, ethical dilemmas, etc.
7. What can I expect from supervision under you?
8. Do you consider your supervision style to be as a teacher, consultant, counselor or evaluator?
 - ❖ Your potential supervisor should include ALL of these.
 - ❖ You should expect to learn new information, new therapeutic skills, new ways of conceptualizing your clients, and new resources from him / her.
 - ❖ You should be able to consult with him / her about any clinical issues.
 - ❖ You will be counseled, not about personal issues in general, BUT he / she will help you become aware of where your personal issues get in the way of your clients' best interests.
 - ❖ And, first and foremost, your clinical supervisor will evaluate your level of performance at all times and give you ongoing feedback about your strengths ways to improve.
9. What therapeutic skills will you teach me?
10. How will you provide evaluative feedback to me?
 - ❖ You should expect to receive both verbal and written feedback at regular intervals throughout your supervision.
11. How would you like me to provide YOU with feedback about YOUR style of supervision?
12. What professional associations are you involved with? How are you involved with them? And, why did you join these?

- ❖ Verify that they are current and active members in the associations that they claim they are in.
 - ❖ Verify that they are involved in the way and to the extent that they claim they are.
 - ❖ Do they hold offices in the professional associations?
 - ❖ Part of a supervisor's job is to help you develop as a profession and become immersed in your profession.
13. Do you expect me to be involved in a professional association?
 14. How do you monitor my clients' welfare?
 15. How do you insure my compliance with legal, ethical, and professional standards?
 16. What do you expect of me as your supervisee?
 17. What conflicts typically arise between you and your supervisee? How do you resolve these?
 18. How will you address counter transference between my client and me?
 19. Can you talk to me about the influence of race, ethnicity, gender, sexual orientation, religion, and class on the counseling and supervision process?
 20. How will you help me to increase my awareness of personal cultural assumptions, constructs, and my ability to work with clients from diverse cultures?
 21. If I need to consult with you between our supervision sessions, how do you want me to contact you?
 22. What stands out for you in the *Code of Ethics and Standards of Practice*?
 23. Will we be able to engage in social interactions while I am under your supervision?
 24. Do we have formal goals established under your supervision? If so, how are they established?
 25. Will you help me with my documentation and initial paperwork?
 - ❖ Ask to see samples of his / her intake paperwork, progress notes, etc.
 26. What is your theoretical orientation? Why did you choose that theory to base your work on?
 - ❖ Note that if your potential supervisor states that s/he is "Eclectic" or "Integrative", you need to get more information. Those terms often indicate that a supervisor does not have a clear theoretical orientation and THAT is an ethical (and possibly legal violation). However, if a therapist can actually demonstrate thorough knowledge of several theories and chooses which one to use based on an individual client's needs, s/he may be practicing ethically.
 27. How does your counseling theory of choice influence your counseling and supervision style?
 28. How will you help me if my counseling theory is different from yours? Will this be a problem?
 29. What will you do if I'm not sure what my theoretical orientation is?
 30. What model of supervision do you use?
 31. How will you structure the content of our supervisory sessions?

32. Do you have a written contract for supervision? May I see a copy of it?
33. Do you provide individual / group supervision?
- ❖ Group supervision should include no more than 3-5 individuals.
 - ❖ Benefits of group supervision include:
 - The learning curve is faster
 - Groups can be structured thematically based on participants' needs i.e. suicidality, transference issues, eating disorders, etc.
 - It is typically less expensive than individual supervision
 - Group supervision can build collegiality
 - It typically expands your circle of resources and support
34. How do you charge for your supervision?
- ❖ The usual and customary fee for supervision parallels the fees for private practice i.e. \$80-\$125 / hour for individual supervision.
 - ❖ The reason supervision fees are this expensive is because the supervisor is 100% legally and ethically liable for all of your work.
 - ❖ Group supervision fees typically range from \$50-\$75 / group (usually 1-1 _ hours).