

Supervision in the Internship

Supervisors

- One of the most important relationships in your internship is the one you have with your supervisor (Sweitzer & King, 2009).

SUPERVISION

- The roles and responsibilities of a supervisor include:
- Assuring the welfare of the client.
- Making sure that ethical, legal, and professional standards are being upheld.
- Overseeing the professional development of the supervisee.
- Evaluating the supervisee.

Supervisory Roles

- Teacher
- Model
- Evaluator
- Mentor
- Counselor
- Advisor

Supervisory Style

- Two general approaches to management or supervision are *expressive* and *instrumental* (Sweitzer & King, 2009).
- Supervisor's that use the expressive approach are more *people oriented*; the primary concern is for people and relationships. Being liked and appreciated is important (Sweitzer & King, 2009).

Supervisory Style

- A supervisor that uses a more instrumental approach is mainly concerned with productivity and task accomplishment. For these supervisors *respect* is important in the supervisory relationship, but not necessarily affection or friendship (Sweitzer & King, 2009).

The Supervisory Process

- Common approaches to supervision:
 - Gathering information
 - Conferences
 - Your Reaction To Supervision

Gathering Information

- Live supervision-your supervisor either works along side you or observes your work. This method provides a good source of feedback for you.
 - Audio-or videotaping-you record your interactions with children or families and your supervisor reviews the recording and provides you with feedback.
- Self-report: your supervisor asks you to report, either orally or in writing, on you performance.

Gathering Information cont.

- *Peer report*-used when the supervisor is unable to observe your performance directly and asks other staff members at your site to report on your work performance. This information may be shared in written or verbal form.

Conferences

- Expect to have regular meetings with your supervisor.
- You should:
 - Report on your progress
 - Ask and answer questions
 - Receive feedback

Conferences

- Conferences are times for reflection.
- Plan time to think about questions, observations, and concerns you want to discuss.
- You should also be ready to report on your work with clients and projects you have been assigned.

How You React To Supervision

- Internships provide an opportunity to learn and grow.
- However, sometimes interns are unable to see themselves objectively or change their ways of behaving.
- Interns may become argumentative-disagreeing with every point the supervisor makes.
- Interns must be open to feedback and willing to change behaviors that interfere with personal and professional growth.

What Supervisors Need From Interns

- *Honesty and integrity*
- *Ethical conduct*
- *Openness to suggestion*
- **Respect** for the supervisor's experience
- *Careful work*
- *Hard work*
- *Willingness to listen* even if there is disagreement
- Other: _____

What Interns Need From Supervisors

- Support
- Patience
- Knowledge of the profession
- Guidance
- Accessibility
- Modeling
- Direct teaching of information
- Involvement
- Some autonomy
- Trust
- Openness
- Willingness to listen
- Other: _____

Challenges in Supervisory Relationships

- Poor match between supervisor and supervisee (*you* must learn to work with a variety of personalities)
- Frequent change in supervisors (learn to adapt)
- The absent supervisor (seek out others for supervision)
- The inadequate supervisor (share your concerns with the instructor)
- The critical or difficult supervisor (try to be empathic; the job could be frustrating for them)
- The unethical supervisor (consult with instructor)
- The overloaded, overworked, or overwhelmed supervisor (be sensitive and supportive)
- Dual relationships (keep the boundaries between supervisor and supervisee clear)

Supervision

- Remember that the purpose of your internship experience is to improve your skills, not to have a supervisor tell you that everything you are doing is just fine (Baird,2005).

Case Example #1

- Your supervisor does not provide what you consider to be adequate supervision. You are left mainly on your own with a difficult workload. The staff at your internship site are overworked, and when you do meet with your supervisor, the person feels burdened with many responsibilities. Thus, you do not get enough time to discuss your work. What would you be inclined to do in this situation?

Case Example #2

- Your supervisor asks you to counsel a family, consisting of mother, father, and two young boys. The supervisor tells you that the parents are primarily interested in learning how to manage their problem children and want to learn disciplinary techniques. In the supervisor's view a more important problem consists of the conflicts between the wife and husband. You have had very little course work or training in counseling families, and you feel lacking in the competencies to do family counseling. What should you do?