

According to Kirst-Ashman and Hull, “Supervision is the process of overseeing, directing, coordinating, enhancing, and evaluating the ‘on the job performance’ of workers for whom the supervisor is responsible (Kadushin & Harkness, 2014, p. 11)” (Kirst-Ashman and Hull, 2018, p. 502). Essentially, supervision is a dual process from which both the supervisor and supervisee benefit from one another.

As an intern, supervision is important for many different reasons. For one, supervision provides guidance and feedback for the intern. The book suggests that interns use communication skills with their supervisor, plan agenda for meeting ahead of time, use empathy with the supervisor, follow rules, among many others in order to have effective supervision.

Personally, supervision is important to me because I have the space and time to discuss difficulties and challenges with my supervisor. I also have the opportunity to receive advice in providing services and also to hear what my strengths and areas of challenges are.

On the other hand, supervision is also important to the supervisor. As the authors state, “supervisors occupy a middle ground between the worker and the agency administration” (Kirst-Ashman and Hull, 2018, p. 503). Essentially, the supervisor’s role is one of a mediator who “ensures that the goals and objectives of the agency are being well served [while helping workers] improve their knowledge and skills, establish priorities among work tasks, and help them develop increased self-awareness” (Kirst-Ashman and Hull, 2018, p. 503-504).

Overall as the authors state, “life with supervisors will not always be ideal[...] When a problem occurs, all you can do is use your communication skills to your best advantage, identify the alternatives available to you, weigh the pros and cons of each, and decide on the course of action you feel will be most advantageous for you.” (Kirst-Ashman and Hull, 2018, p. 515).