Special Issues and Articulating One’s *Personal* Supervisory Philosophy

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Dale G. Blumen, M.S.

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**Supervision in Different Settings: Academe, Agency, Private Practice**

- Contracting and evaluation
- Ethical & legal considerations & complexities
- Who is supervised
- Supervision structures & modalities
- Nature of supervisory relationship
- Ecosystemic factors
- Special challenges

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**Challenges for Supervisors Outside Trainees’ Agencies**


- The politics of clinical leadership
- Boundaries
- Ensuring clients are informed & confidentiality is honored.
- Access to videotapes, audiotapes & live supervision
- Logistics of time, money & place.

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**Technology in Supervision**

- FAX
- Videotapes or videotape streaming
- Email
- Cell phones
- Internet counseling
- E-practice management
### Eclectic and Integrative Supervision

(from an interview with Robert E. Lee in the Florida Family Therapy News, 12-13)

- Eclectic supervisors use a range of concepts and techniques because this gives them more flexibility and the potential to match the treatment approach to the clients. They do not work from an “overarching conceptual map.”
- Integrative supervisors use an “overarching theory...to inform interventions in a consistent, sequential, coherent, and cohesive manner.”

### Theoretical Consistency: Cut Flowers or Living Plants?

[Ratliffe, Dan, AAMFT Readings, 39-41]

- Cut Flowers: Eclectic Techniques
- Potted Plant: Inflexible Single Theory
- Transplant: Competent Use of Single Theory
- Grafted Plant: Integrative Theory
- Grown from Seed: Internalized Theory and Practice

### Narrating One’s Personal Supervisory Journey


- How has your relational style changed over time and how will this affect your supervision style?
- How will your reaction to male and female supervisors influence your work with male and female trainees?
- How will your reaction to contextual factors (ethnicity, SES, age, sexual orientation, etc.) influence your supervision?
- What are the personal qualities you want to enhance or avoid in your supervisory role?
- What are the skills you want to learn or avoid in your development as a supervisor?

### Tips for Success

- Review the formats and choose one that fits for you. Then compare it with the AAMFT format in the Designation Handbook.
- Identify your chosen format and use headings that match the format and the evaluation rubric.
- Make sure each section is complete and concise
- Define, explain, illustrate and integrate.
- Include brief concrete examples to illustrate what you’re describing.
- Use citations and include in appended references.
Preferred Paper Format

• Systems thinking and concepts – define and illustrate them throughout the paper rather than only naming a few systemic concepts.
• Purpose and goals of supervision – goals for the supervision process as well as for the trainee. Goals are often congruent with your personal philosophy.
• Supervisory roles & relationships – which roles will you assume to promote the goals you described.

Preferred Paper Format

• Impact of supervisor’s personal and professional experiences and context on practice & philosophy of supervision.
• Supervision and therapy models: focus on supervision model, explain how therapy and supervision models are connected
• Context of therapist and therapy: therapist developmental level, family of origin influence, self of therapist factors, culture, training setting, etc

Preferred format, continued

• Process of supervision: structure, modalities, methods & interventions
• Ethical and legal sensitivity and competence
• Supervision literature integrated & cited throughout paper
• Reference section appended at end

Other Formats/Outlines for Paper

• Figley (p. 46-48 in Readings)
• Lee & Everett (chapter 13)
• AAMFT Evaluation Grid (pp. 28-29 in Designation Handbook)
Paper Evaluation

- Likert scale
  - 0 = not present/named
  - 1 = named but inadequate
  - 2 = adequate (named & discussed/explained)
  - 3 = good (named, discussed/explained, illustrated)
  - 4 = excellent (named, discussed/explained, illustrated & integrated)

Tips

- Make sure you address all areas of the evaluation rubric.
- Back up your ideas with brief, concrete examples of your actual supervisory practices - define, discuss/explain, illustrate and integrate.
- Use “I” – this is your personal philosophy of supervision paper
- Substantiate your ideas with current supervision literature citations throughout.

Additional Tips

- Theoretical orientation reflected in your philosophies of therapy and supervision: What models of therapy have most influenced your therapy approach? What models of supervision have most influenced your supervision approach? What is the connection between them? How are they similar and how do they differ? Would you describe your supervision as predominantly one singular model, eclectic or integrative? Completing Russell’s exercise in READINGS, p. 31ff, will help to tease out the connection and clarify it.
Additional Tips, cont’d

• Knowledge of current MFT supervision
  Literature: throughout your paper, cite recent supervision articles, chapter, and/or books that have influenced or supported your approach. Take “best practice recommendations” into consideration as you link the literature to your personal philosophy.

Additional tips, cont’d.

• Systemic Orientation: Explain how you think about treatment and supervision relationally and systemically. For example, integrate the concept of isomorphism into your paper by describing your awareness of patterns and sequences of replication at various levels of the training system.

• Contextual Sensitivity: Explain how your supervision philosophy is sensitive to development, culture, family-of-origin, disability, sexual orientation and other factors that might influence your supervisory relationship?

Additional Tips, cont’d.

• Personal Influences: how have your personal values, beliefs, and life experiences influenced your philosophy and practice of supervision? For example, you may want to consider your developmental stage as a supervisor.

• Methods: Note the specific supervisory methods and modalities you use that are applications of your philosophy and show how these methods facilitate achievement of supervision goals given the realities of your supervisory setting.

Remember

• You can write this paper even if you aren’t currently supervising. Philosophies evolve over time and with experience. Your mentor will also evaluate your paper when you are ready to apply for the designation.

• You’re more likely to successfully complete your paper if you write it sooner than later.

• Your paper becomes a way to share your current supervision practice with trainees when you assess and monitor supervisory “fit.”
Paper Deadline

Your paper, including any necessary revisions, must be completed within one year (no later than March 10, 2014) to receive the course verification needed for your final application for the Approved Supervisor designation. Extensions of time will not be given.