



ATTC

Addiction Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# ***Clinical Supervision Foundations***

Module Two

## **A Personal Model of Supervision**

# Module 2: Learning Objectives

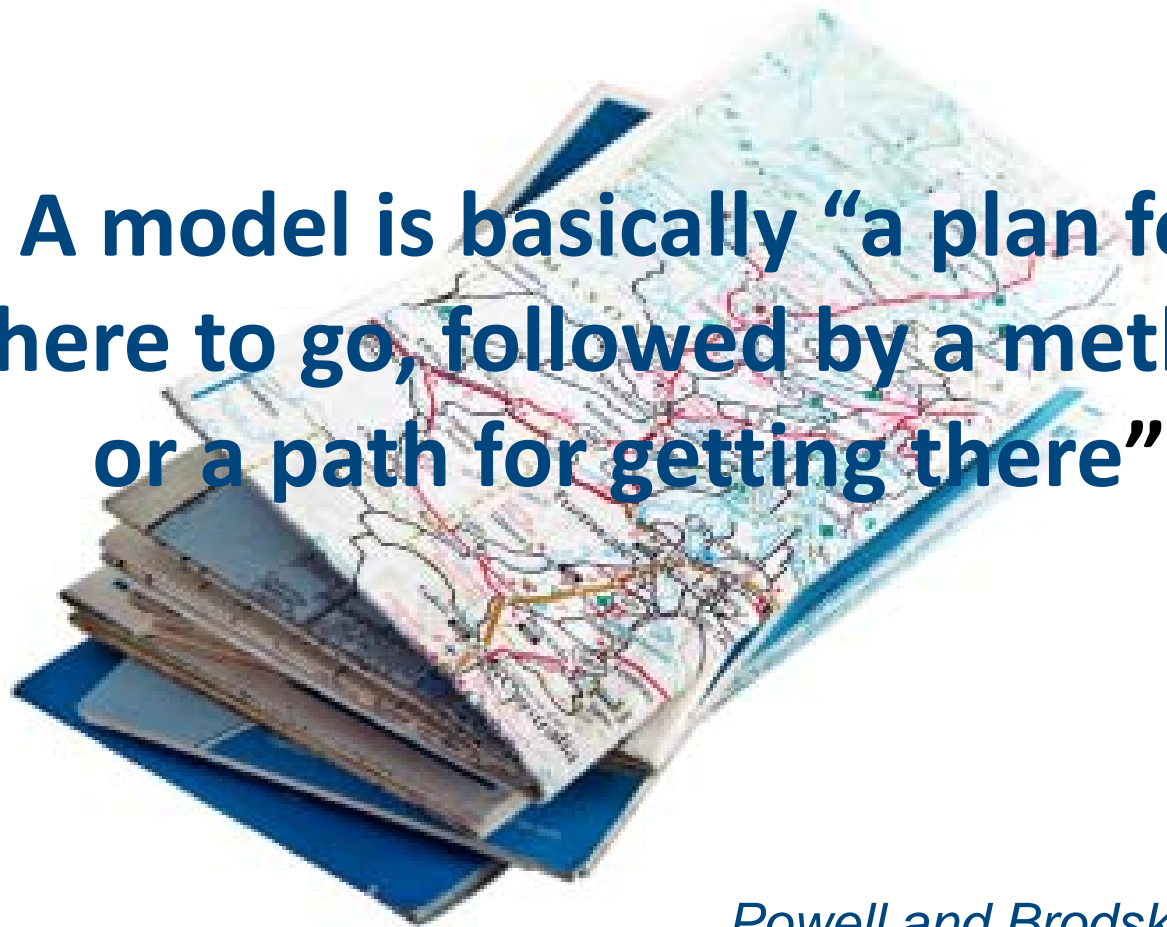
1. Articulate characteristics of various clinical supervision models
2. Describe the theoretical concepts upon which your own personal approach to clinical supervision is based
3. Begin to define your own model of supervision



*Participant Workbook – p. 16*

# A Model ...

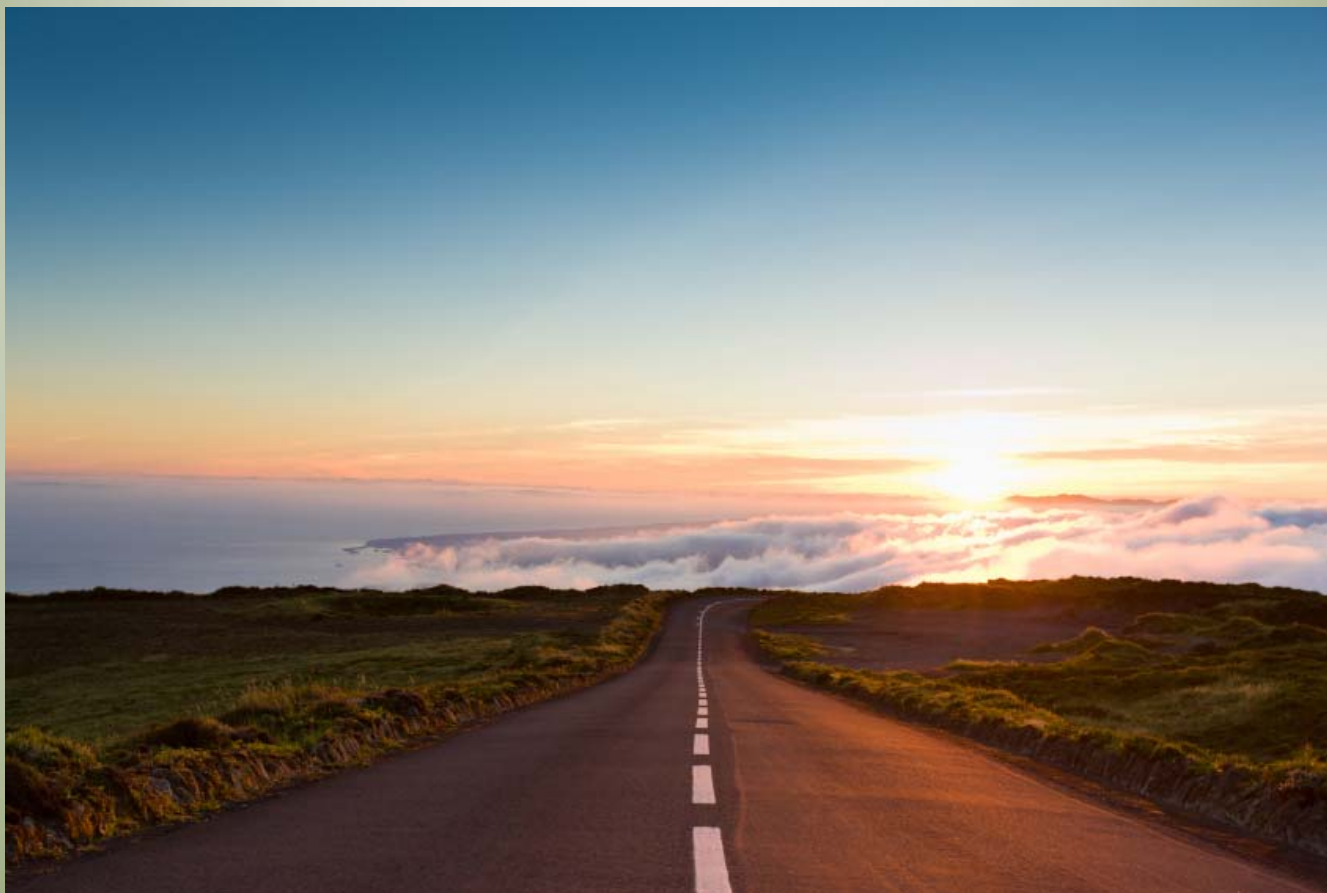
**A model is basically “a plan for where to go, followed by a method, or a path for getting there”**



*Powell and Brodsky, 2004*

*Participant Workbook – p. 17*

**“If you don’t know where you’re going  
any road will take you there.”**



*Anonymous*

# Discussion

- What are the advantages of being able to explain or defend what you do as a clinical supervisor?
- What is the value of having a theoretical base that supports what you do?
- Who is accountable for clinical services?
- How does having a supervisory model or standard protect the supervisor and the agency?

# Theoretical Foundations

- Write your answers to the Theoretical Foundations questions in the Workbook.
- Next, compare and contrast your answers with others at your table.



*Participant Workbook – p. 24*

# Discussion

- What did you discover as you answered the questions and then discussed them?
- How do your ideas about change influence how you do clinical supervision?



# Supervisory Models

- Competency based
- Treatment based
- Developmental
- Integrated



*Participant Workbook – pp. 17-23*



# Competency-Based Models

- **Discrimination Model**  
(e.g. Janine Bernard)
- **Skills/Behavioral Model**  
(e.g. Alan Ivey)
- **Task-Oriented Model**  
(e.g. Eugene Mead)

*Participant Workbook – p. 17*

# Treatment-Based Models

- Psychodynamic
- Person-Centered
- Cognitive-Behavioral
- Family Therapy
- Feminist

*Participant Workbook – pp. 18-20*

# Developmental Model

## Integrated Developmental Model (Stoltenberg, et. al.)

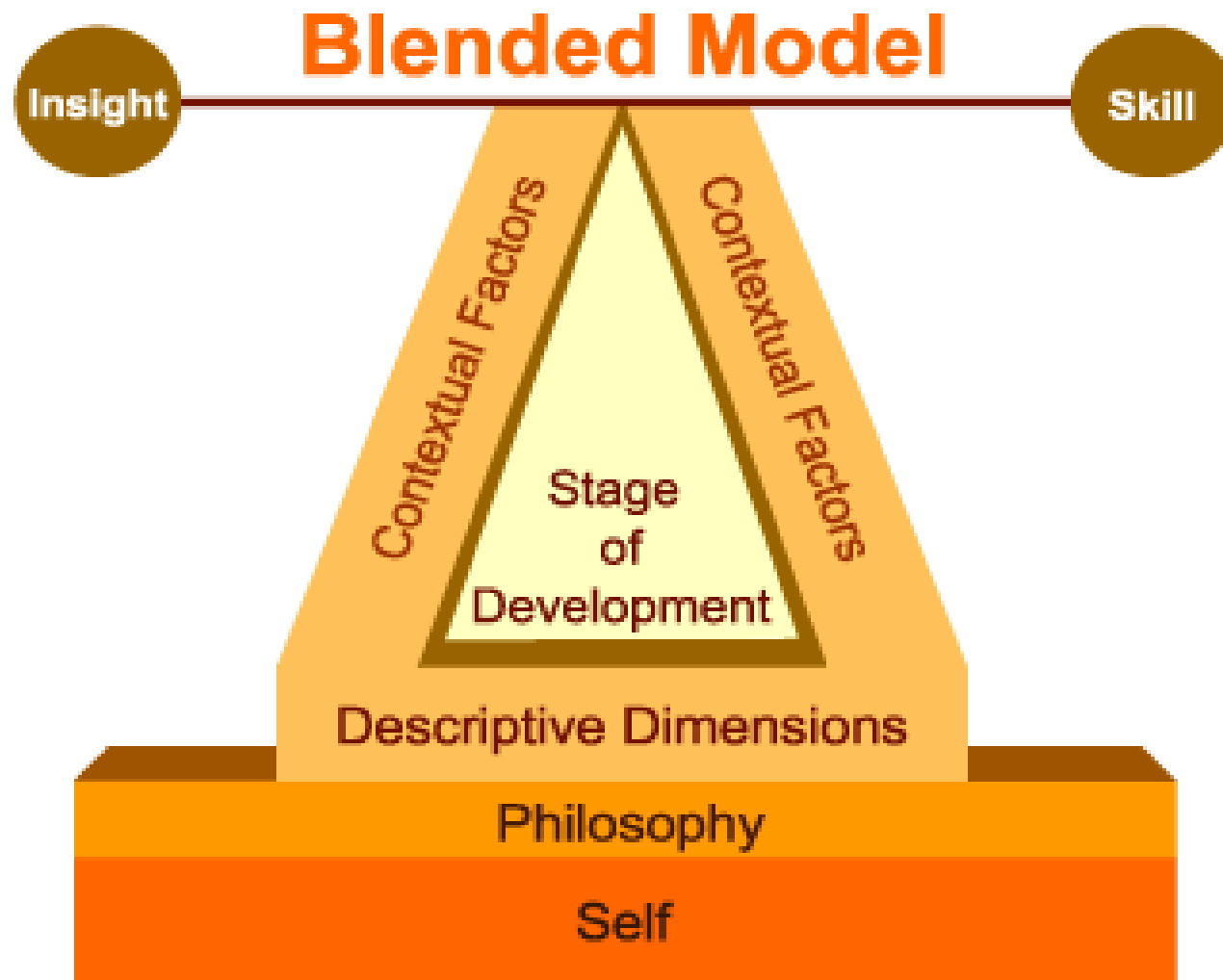
- 3 primary stages of growth
- Assessed across 8 performance domains
- Each domain assessed across 3 structures

*Participant Workbook – p. 21*

# Integrated Models

- Solution-Oriented
- Motivational Interviewing
- Trans-theoretical Change
- Blended

*Participant Workbook – pp. 21-23*



*Powell and Brodsky, 2004*

# Building Your Clinical Supervision Model

**Answer these questions in your workbook:**

1. What model type am I most attracted to?
2. What about the model is attractive?
3. What are my foundation beliefs about:
  - a. The purpose of supervision
  - b. Key role of supervisor
  - c. Primary tasks of supervisee
  - d. Methods I prefer to use in supervision

*Participant Workbook – p. 24*

# Integrated Models

You will continue to add elements to your model  
as we move through the workshop

Next up: The Supervisory Alliance

