



ATTC

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

Clinical Supervision Foundations

Module Four

Supervisory Modalities and Methods



Module 4: Learning Objectives

1. Define when to use selected modalities
2. Describe three different methods of gathering job performance information
3. List methods for individual and group CS
4. Build enthusiasm for direct observation



Participant Workbook – p. 33

Clinical Supervision Models

- **Competency based**
- **Treatment based**
- **Developmental**
- **Integrated**

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Modalities



Individual



Group



Peer

Supervision Modality Decision Questionnaire

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Individual Supervision

- **Objective**
Counselor professional development
- **Frequency**
Time consuming, individualized
- **Structure**
Mentoring based on first-hand observation
- **Advantage**
Tailored to individual needs
- **Disadvantage**
Labor intensive

Participant Workbook – p. 35

Group Supervision

- **Objective** – Team building, staff development, skill practice
- **Frequency** – Cost-effective, regular
- **Structure** – 4-6 Supervisees, case review, in-service training, skill practice, recording feedback and analysis
- **Advantage** – Multiple perspectives, time
- **Disadvantage** – May not meet all needs

Participant Workbook – p. 35

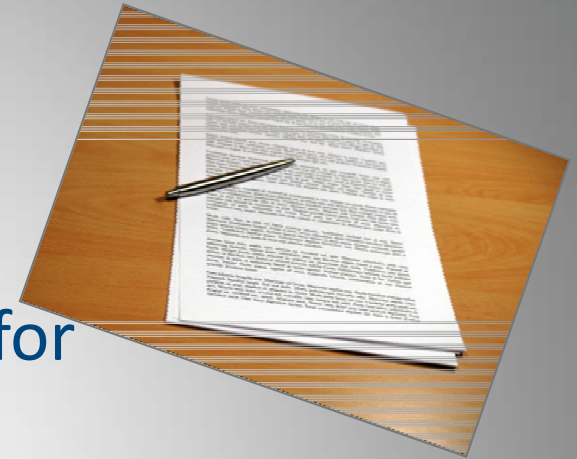
Peer Supervision

- **Objective**
Accountability to peers, personal development
- **Frequency**
Determined through collaboration with peers, management
- **Structure**
One-to-one or group, review of cases, recorded sessions, and literature
- **Advantage**
Small groups, limited time
- **Disadvantage**
“History” or conflicts

Participant Workbook – p. 35

Case Study Review

1. Briefly review the four cases and decide which supervision modality seems most appropriate for each
2. Share your reasoning with your small group
3. Discuss your conclusions in the large group



Participant Workbook – pp. 36-38

Supervisory Methods



Choices depend on:

- ✓ **Personal preference**
- ✓ **Supervisee needs**
- ✓ **Agency policy**

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Direct Observation

- Live
- One-way mirror
- Audio or video recording

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Individual Methods

- Role play
- Interpersonal process recall
- Motivational interviewing

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Group Methods

- Case consultation
- Team or peer feedback
- Skill practice

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Discussion

- What is your experience with individual supervision?
- Group supervision?
- How do you decide which to use?



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Ways to Build Support

- 1. Present the rationale**
- 2. Help counselor get comfortable with observation**
- 3. Clarify how observations will be dealt with in supervisory sessions**
- 4. Volunteer to be recorded or observed first**
- 5. Acknowledge that supervision is a required condition of employment**

Participant Workbook – p. 41

Discussion

- 1. What might concern supervisees most about being observed and receiving feedback?**
- 2. What assurance or clarification would be most effective in relieving supervisee anxiety?**

Participant Workbook – p. 42

Practice Securing Support

1. Observe a demonstration and discuss
2. Practice in groups of 3
 - ➡ Supervisor
 - ➡ Supervisee
 - ➡ Observer
3. Roles rotate as you engage in three 5-7 minute interviews
4. Observer gives feedback on methods used
5. Supervisee shares impact of the interview on enthusiasm for clinical supervision

Participant Workbook – p. 41

Continuing Concerns

What uncertainties or fears do you have about direct observation?



Next: Counselor development