



ATTC

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

# *Clinical Supervision Foundations*

Module Seven

## Counselor Development

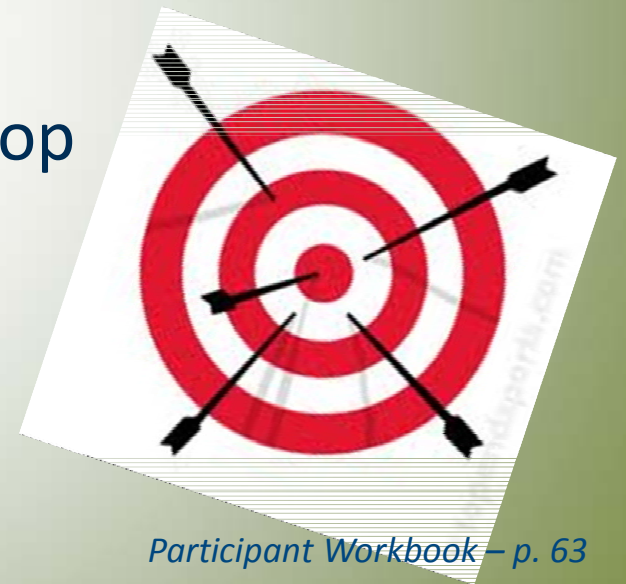


# Covered Thus Far:

- 1. Definition and Roles**
- 2. Personal Theory**
- 3. Supervisory Alliance**
- 4. Modalities & Methods**
- 5. Assessment Resources**
- 6. Performance Evaluation**

# Module 7: Learning Objectives

1. Verbalize a process for facilitating professional growth of supervisees,
2. Appreciate cultural and contextual factors that impact the supervisory relationship
3. Utilize a Professional Development Plan, and
4. Plan to implement selected strategies from this workshop in the workplace.



*Participant Workbook – p. 63*

# Steps in the Growth Process

1. Common understanding of supervision
2. Consider the uniqueness of the supervisee
3. First hand observation of job performance
4. Assess strengths and priorities for improvement
5. Feedback and coaching to enhance awareness
6. Negotiate a plan to guide the process
7. Establish measures to assess progress

# Gaining Cultural Sensitivity

- Become self-aware
- Engage a supervisee-centered relationship
- Be culturally responsive

*Participant Workbook – p. 64*

# Relationship Issues and Context



*Participant Workbook – p. 64*

# Strategies for Relationship Building

- Examine your own biases and assumptions
- Explore and discuss differences openly
- Increase personal sensitivity
- Value differences
- Promote contextual understanding
- Use context to strengthen relationships
- Create collaboration
- Promote learning and growth
- Provide proactive staff training
- Create an environment for multicultural communication

*Participant Workbook – p. 65*

# Simple Steps

- Avoid generalizations
- Be aware that many factors affect how people think, perceive, and act
- Ask questions rather than assume
- Do not imagine you know all there is to know.



*Participant Workbook – p. 65*



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# Elements of a Planning Tool

- A target competency
- Counselor strengths
- Specific concerns
- Identification of target KSA's
- Learning activities, and
- Measures of progress



*Participant Workbook – pp. 66-67*

# Professional Development Plan

Staff name: \_\_\_\_\_ Supervisor: \_\_\_\_\_ Date: \_\_\_\_\_

Foundation/Practice Dimension: \_\_\_\_\_ Element: \_\_\_\_\_

Competency to be addressed and page number from IAP 21: \_\_\_\_\_

Strengths: \_\_\_\_\_

Challenges/Concerns: \_\_\_\_\_

Present level of proficiency from rating forms 1    2    3    4	Level of proficiency to be achieved with this learning plan 1    2    3    4	Target date to complete the plan:
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What is the issue to be addressed?	Goal What is to be accomplished? (measurable/behavioral)	Activities necessary to achieve the goal What will be done?	Metrics How will progress be measured?	Target Completion Date
<b>Knowledge:</b>				
<b>Skill:</b>				
<b>Attitude:</b>				

# Developing a PDP

In groups of 3:

1. Decide on a Foundation/Practice Dimension and a single Competency
2. Describe Megan's strengths and your concern
3. Assign a proficiency level from the Rubrics
4. Select 1-3 KSAs from TAP 21 to target
5. Define the goal you want Megan to achieve
6. Create a list of activities to be completed
7. Identify how progress will be measured
8. Determine a deadline date for each activity.

# PDP Review

1. Exchange your PDP with another group
2. Review the other group's PDP for clarity. Note questions you have or suggestions for improvement.
3. Provide feedback to the original authors, being as specific as possible about what was well done and what could be improved.

# Negotiating a PDP

1. In your triad select a supervisor, counselor to play Megan, and an observer
2. Make final adjustments to your PDP
3. Conduct a 10-15 minutes supervisory interview in which you collaborate on a PDP
4. Use the Interview Structure and ORAL model
5. Debrief with observer and counselor giving supervisor feedback on use of skills

# Worksite Assignment

- Review *TAP 21-A*
- Select a Foundation Area or Performance Domain
- Do a self-assessment of your proficiency in the selected area
- Choose a competency that you want to improve
- Build a Professional Development Plan for yourself, focused on your selected competency
- Send your PDP to your trainer

*Participant Workbook – p. 69*



**THANK YOU**