



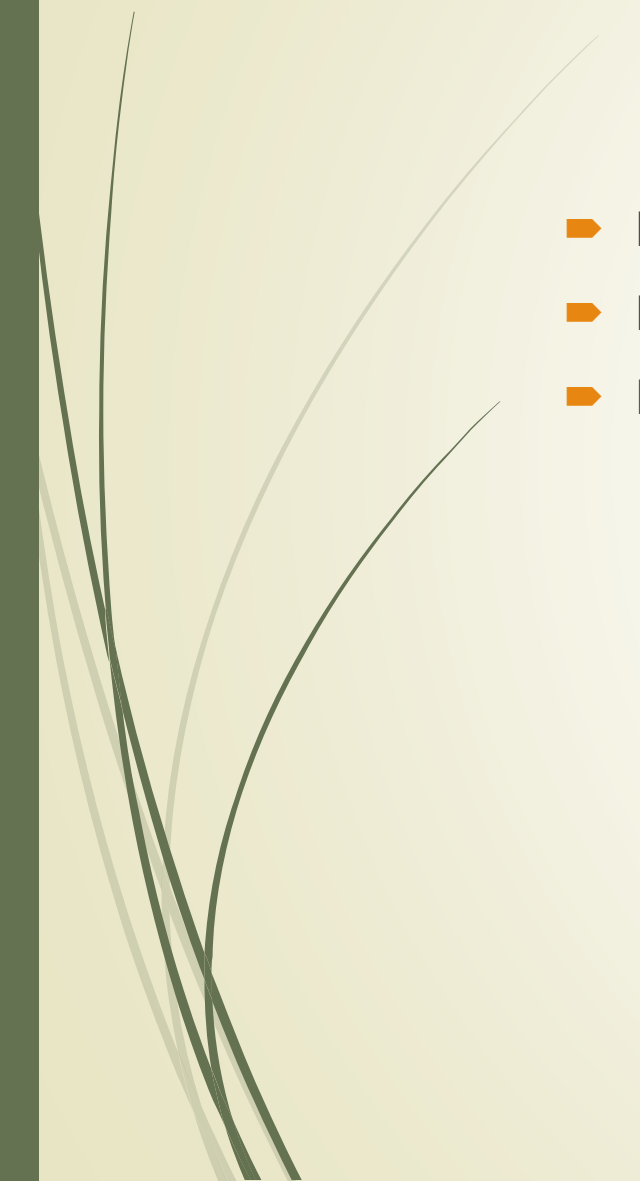
Overcoming Barriers to Effective Supervision

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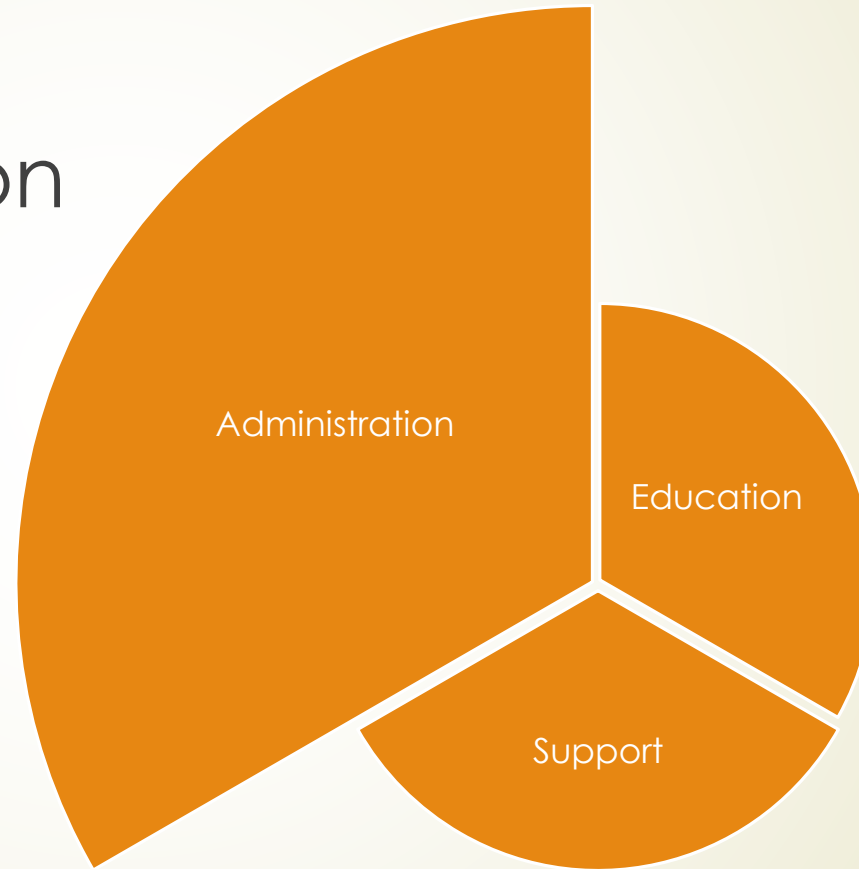


Agenda

- Elements of Human Service Supervision
 - Barriers to Effective Supervision
 - Resolving Barriers
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Elements of Human Service Supervision

- Administration
- Education
- Support





Barriers to Effective Supervision

- ▶ Role Acceptance
 - ▶ Supervisor
 - ▶ Supervisee
 - ▶ Adult Learner
- ▶ Problems in Role Acceptance
 - ▶ Experience
 - ▶ Confidence
 - ▶ Emotional Vulnerability




How Barriers Play Out*

- “What did Freud Say About That?”
- “I Have a Whole List of Questions”
- “Friends Don’t Let Friends Fail”
- “Me and You Against the Agency”

*Adapted from Kadushin, A. (1999). *Reflections: Narratives of Professional Helping*, 55-64.



Resolving Barriers

- ▶ Role Acceptance
 - ▶ Setting Boundaries
 - ▶ “I don’t know but I’ll find out.”
 - ▶ Reasonable Requests the Supervisor Carried Out
 - ▶ Use the Planned Change Process for Perspective
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Parallel Process

- Self-Reflection
 - Engagement
 - Assessment
 - Planning
 - Implementation
 - Evaluation
 - Termination
 - Follow-up
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