

# Communication in Supervisory Relationships

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she/her



# About Me:

- Graduated from SNU in 2011
- Private Practice until 2016
- Health and Wellness Coordinator at Deer Creek Public Schools 2016-2021
- 2021-present–Renew Counseling @ SNU Co-Director

# Communication in Supervision

- Almost 50 INTERNS!
- 6 Candidates for Licensure

What is the key to making internship/practicum and candidacy a success for both supervisor AND supervisee?....

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COMMUNICATION!!

# Roles in Supervision

- Administrative
- Teacher/Coach
- Consultant
- Counselor (to a small degree)
- Sounding Board
- Evaluator
- Recorder/Documenter
- Empowerer
- Advocate

Each of these roles require some level of communication, whether formal or informal.

# Administrative

- Between Supervisor and Supervisee
- The Contract!
- Weekly Supervision Log

# Contract

## Philosophy of Supervision:

Supervision can and should be a process whereby clients are guarded from harm and a new therapist is encouraged through his/her own development in the profession of counseling. As your supervisor, I will be mentor, coach, consultant, administrator, and teacher. You will gain more by investing more, and your role in our supervision will also vary among student, consultant, and staff member.

## Supervision Process

Because this is a crucial time of development for you as a therapist, your developmental process will have a central role in our supervision process. For instance, in your first individual sessions, I will be especially directive in our individual supervision sessions, in order to ensure that you are prepared. However, as our time continues, I should become less directive and our time will be much more collaborative. Our individual sessions will include talk about your own thoughts and feelings about your clients, how you are utilizing self-care, and ethical practices.

you will meet with me weekly for individual supervision at a time determined jointly by you and me.

There may also be times when you and other candidates for licensure meet with me for group supervision. This can be helpful for your growth as a therapist and these times are to be determined as we go throughout the process.

## Evaluations

Evaluations will take place continually throughout your time as a supervisee, both formal and informal. Every six months, we will meet and intentionally review your growth. You will also have opportunity to evaluate me as a supervisor! You will be evaluated on your growth in the areas of:

- professionalism (promptness, keeping up with notes, etc.)
- records
- development of theory/conceptualization
- ethical practices



# Contract

You will evaluate me in the areas of:

- professionalism
- ethical practice
- knowledge of best practices
- helpfulness

## Confidentiality

The same ethical and legal principles of confidentiality that apply to our clients apply to you as an intern or candidate. Your confidentiality and your clients' confidentiality is a priority to our Health and Wellness Program. However, just like with clients, there are limits to our confidentiality in supervision. These are reasons I would share information about our sessions with someone else:

- You sign a release for information to be exchanged with someone else'
- You or your client is deemed to be at risk for harming self or others.
- Reports/suspicion of child abuse or abuse of a vulnerable adult.
- Records are required by law to be released.
- it is necessary to defend myself against legal action or formal complaint that You or your client makes before a court or regulatory board.

I keep a written record of our supervision sessions together, and the same standards apply for written notes as our face-to-face interactions.

Please know that since this is a training time for you, it is helpful and ethical for Your supervisor to consult with other professionals. If it seems beneficial to consult about something you and I have talked about in a supervision session, identifying information will not be released; we will only discuss case particulars.

## Crisis

As your individual supervisor, I am available 24/7 for consultation purposes. My cell phone number is listed above, as well as my email. It may be beneficial to speak with your onsite supervisor first in the event of an immediate crisis, but please call me each time/ even if you have already spoken with someone else in order to confirm what actions have been taken.

## your Contribution

As one half of the individual supervision process, your active participation is vital! My hope

## SUPERVISION LOG

# Supervision Log

**Supervisor:**  
**Supervisee:**

**Date:**  
**Meeting Room:**  
**Time:**

**Methods Used:**  
 **Self-Report**  
 **Process Notes**  
 **Casenotes**  
 **Digital Recording**  
 **Other:**

**Interventions Used:**  
 **Cathartic** (elicit affective reactions)  
 **Catalytic** (encourage self-exploration or problem-solving)  
 **Supportive** (validate the supervisee)  
 **Prescriptive** (giving advice; making suggestions)  
 **Informative** (providing information)  
 **Confronting** (noticing discrepancies between/among supervisee feelings, attitudes, behaviors)  
 **Conceptual** (helping supervisee link theory to practice)  
 **Other:**

**Themes/Major Topics:**

**Goals for Next Supervision Session:**

# Evaluating Case Notes

- From Supervisor to Supervisee

## What do I look for?

- Succinctness of notes
- Tips I can give—too much/too little?
- What's happening in session?
- Have I missed anything in our supervision sessions?
- Are we on the right track diagnostically?

# Informal and As Needed Communication

- From Supervisee to Supervisor
- Crisis
- Contact Notes
- General Updates

# Crisis Communication

- Every. Time.
- Immediately.
- Includes:
  - DHS reports
  - Suicidality or hospitalization
  - Anything else that alerts your “Spidey senses”

# Contact Notes

- Every. Time. Outside of a therapy session.
- Phone calls
- Messages left
- Emails sent/received
- In person consultations (with parents, others involved in client's life for whom supervisee has a release to exchange information.

# Encourager/Advocate Communication

- What am I (and HOW am I) communicating to my supervisee?
- Do we have a regularly scheduled meeting? Do I honor that time?
- Does the supervisee have my full attention during this meeting?
- How am I encouraging my supervisee?

# RED FLAGS



The one where they go their own way and do what they want to do

The one where they just don't  
come in

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Communication makes a healthy  
supervisory relationship!



Questions?