

Supervision feedback form

This self-assessment questionnaire provides you the opportunity of getting some 360° feedback from supervisees, and supervisor – if you like also from your peers. Each person is asked to rate each area of skill on a one to five scale. To create some common understanding of how to use this rating scale the following definitions are offered:

- 1. **Beginner:** Professional learning need – don't know how to do this
- 2. **Advanced beginner:** Second Stage learning need – know how to but unable to make it happen
- 3. **Competent:** with some problems or inconsistencies
- 4. **Proficient:** consistently competent – this has become part of natural way of doing things
- 5. **Advanced:** mastery. Can role model for this – can teach it to others

See above for full definition of headings	1 Beginner	2 Advanced beginner	3 Competent	4 Proficient	5 Advanced
Supervision Skills					
1. Can explain to supervisees the purpose of supervision and can describe one's own way of working					
2. Can negotiate a mutually agreed and clear contract (= agreement on practicalities; conditions, roles and responsibilities; boundaries, etc.)					
3. Can maintain appropriate boundaries					
4. Can set a supervision climate that is:					
Empathic					
Genuine					
Congruent					
Trustworthy					
Mindful (=in the moment)					
5. Can end a session on time and appropriately					
6. Is open to receive feedback on own supervision after every session					
7. Can use a range of appropriate questions					
8. Can create a safe and open space for exploration					
9. Able to encourage, motivate and carry appropriate optimism and develop self-supervision skills in supervisee					

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10. Can use the following styles:					
Prescriptive giving advice, being directive on describing what is required and how to do it.					
Informative didactic, instructing, giving information					
Confrontative challenging, directly addressing issues and giving direct feedback.					
Catalytic supporting reflection and self-discovery, getting things moving					
Cathartic enabling the release of emotions or tension, so that a working solution may be found.					
Supportive recognizing and appreciating the other's experience, their capacities, strengths, actions					
11. Can move supervisee into action phase					
12. Can help supervisees to try out appropriate interventions.					
13. Can enable transformational moments in the here and now					
14. Can give feedback in a way that is:					
Clear					
Owned					
Balanced					
Specific					
15. Has an embodied presence in the work					
16. Can be appreciative as well as challenging					
17. Has a sense of humour					
18. Has a sense of humility					

Please try and use an appropriately wide range of scoring, do not reduce everything to a median score. After scoring this yourself, please send copies of this self-assessment questionnaire to your supervisees, and (in the second round of supervision after module 2) to your supervisor. Arrange for feedback from each person who fills in one of these forms. The objective is not so much to arrive at a score, but to start a series of 360° conversations that will hopefully stimulate further learning and new areas of focus for the development of your practice.

(Adapted from CSTD London)