



# Supervision Skills and Styles

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# Three Things to Remember

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Know your stuff

Know who you are stuffing and...

Stuff them elegantly



# Supervision Involves ...

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Observation, evaluation, feedback and facilitation of the supervisee's self-assessment and the acquisition of knowledge and skills.

Accomplished through instruction, modeling, and mutual problem solving

*Falendar & Shafranske (2004)*

# Supervision Purpose

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Ensure quality provision of services and prevent harm from occurring

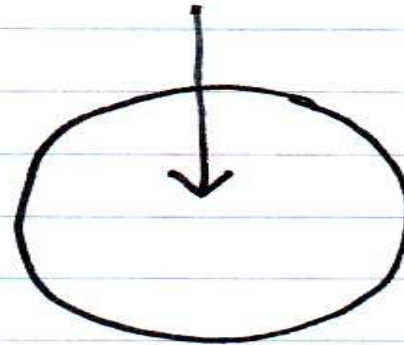
Grow the professional's skills with goal of greater professional independence

**Bottom line** | safe, effective practice

# Our Courage and Theirs



Your comfort zone



# Think about ...

## An adult lesson you learned

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What helped?

What made it harder?

What did you need from your supervisor/teacher/mentor?



The dream begins with a teacher who tugs and pushes and leads you to the next plateau, sometimes poking you with a sharp stick called “truth”.

*Dan Rather*

# What do you bring to being a Supervisor?

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What brought you to this point?

**Experience | Training | History**



# What are you looking for in a supervisee?

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**Collaborative Relationship** | Plays well in the sandbox

**Cultural Humility** | Open to learning on steroids

**Self-awareness and Self-reflectiveness** | Can they see what worked and what didn't, can they learn from their experiences, can they discern their inner journey

**Good Judgment** | Self-regulated, emotional intelligence

**Organization and Attentiveness to Administrative Demands** | Sees their place on the wheel

**Analytical and Critical Thinking** | Ability to see problem and solutions from many perspectives

**Results** | Achieves desired outcomes

# What I look for?

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- Willingness to learn
- Willing to admit mistakes
- Provides honest feedback

How to get this? **(360-degree review)**

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# **Self-Assessment Introduction**

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# **Strengths vs. Areas for Growth**

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# **Need for Overall Leadership**

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**One Note Symphony**



# Essential Supervisory Methods

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**HANDOUT**



# Organizational Context

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# Essential Supervisory Skills

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What are your strongest skill areas?

What are your weakest?

What impact does your agency have on this?

How can you alter any deficits your agency process may have on this and your ability to supervise?



# Documentation Disaster

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## **Excellent supervisee, strong relationships with her clients**

Verbal reports reveal great creativity and skills in her interactions.  
Team members seek her counsel help with difficult clients

Documentation is consistently late in meeting deadlines. Documentation is verbose, filled with irrelevant details, and not useful to other team members who are also working with the client.

Numerous prior meetings and have been very explicit with her about what is needed in terms of her documentation. No progress has been made.

She is nearing the end of her 9 month probation period

Your thoughts? Do you need to take action, if so what?