

Supervisor Questionnaire

1. Please use the rating scale (1 being low competence and 5 being high competence) to evaluate your competence, using the performance indicators in each section. When answering each section consider what evidence you would use to demonstrate your competence in that particular aspect of supervision.

Use the **Comments** section to record any observations, for instance, about training needs, future actions or targets, or progress you feel you have made.

2. You may wish to make copies of this before you complete it, which could be given to your supervisees and your manager to see their views as to your strengths and development as a supervisor.

Your name and job role:

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1. Your knowledge of supervision

Performance indicators

- a) Do you understand the purposes of supervision?

1 2 3 4 5

- b) Are you familiar with the contents of the organisation's supervision guidelines?

1 2 3 4 5

- c) Do you understand what the four functions - managerial, developmental, supportive and engagement/mediating involve within supervision?

1 2 3 4 5

- d) Do you know the elements of an effective supervision contract?

1 2 3 4 5

- e) Do you understand the application of a problem-solving and reflective practice model for supervision?

1 2 3 4 5

Comments on your knowledge of supervision:

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2. Your supervision management skills

Performance indicators

a) Can you explain the purposes of supervision to supervisees?

1 2 3 4 5

b) Can you negotiate a mutually agreed and clear contract?

1 2 3 4 5

c) Can you ensure that supervision sessions take place as agreed in the contract?

1 2 3 4 5

d) Can you establish and maintain an appropriate agenda?

1 2 3 4 5

e) Can you set a supervision climate that is empathetic, genuine and safe?

1 2 3 4 5

f) Can you deliver, over a period of a year, all four functions of supervision?

1 2 3 4 5

g) Can you record supervision appropriately?

1 2 3 4 5

h) Can you ensure that there is clarity about follow-up actions and delegated responsibilities at the end of a session or case discussion?

1 2 3 4 5

Comments on your supervision management skills:

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3. Supervision intervention skills: performance indicators

a) Can you give feedback in a way that is clear, owned, specific and balanced?

1 2 3 4 5

b) Can you focus on both content and process?

1 2 3 4 5

c) Can you facilitate the expression of feelings?

1 2 3 4 5

d) Can you enable the supervisee to identify and explain the evidence, risks, needs, strengths, values, attitudes, feelings, policies, and professional knowledge underpinning their practice and decision-making?

1 2 3 4 5

e) Can you enable the supervisee to analyse their development needs, and establish and monitor a personal/professional development plan?

1 2 3 4 5

f) Can you assist a supervisee to explore their experience of supervision to date?

1 2 3 4 5

Comments on your supervision intervention skills:

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4. Your own attitudes and qualities

Performance indicators

a) Are you committed to the role of supervisor?

1 2 3 4 5

b) Are you fully aware of how your own supervision experience influences your approach to supervision?

1 2 3 4 5

c) Are you clear about and comfortable with your supervisory role?

1 2 3 4 5

d) Can you encourage, motivate and carry appropriate optimism?

1 2 3 4 5

e) Are you sensitive to individual differences due to: age, race, gender, disability, sexual orientation, class and religion?

1 2 3 4 5

f) Are you sensitive to stage of development, personality and personal history of supervisee?

1 2 3 4 5

g) Are you able to use your own supervision to maximum benefit?

1 2 3 4 5

h) Do you seek feedback from supervisees, peers and managers, and are you aware of your own supervisory strengths and weaknesses?

1 2 3 4 5

Comments on your own attitudes and qualities:

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Ref: Morrison, T. (2005) *Staff Supervision in Social Care*, Brighton: Pavilion.