



Supervision Skills and Styles

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Three Things to Remember

Know your stuff

Know who you are stuffing and...

Stuff them elegantly



Supervision Involves ...

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

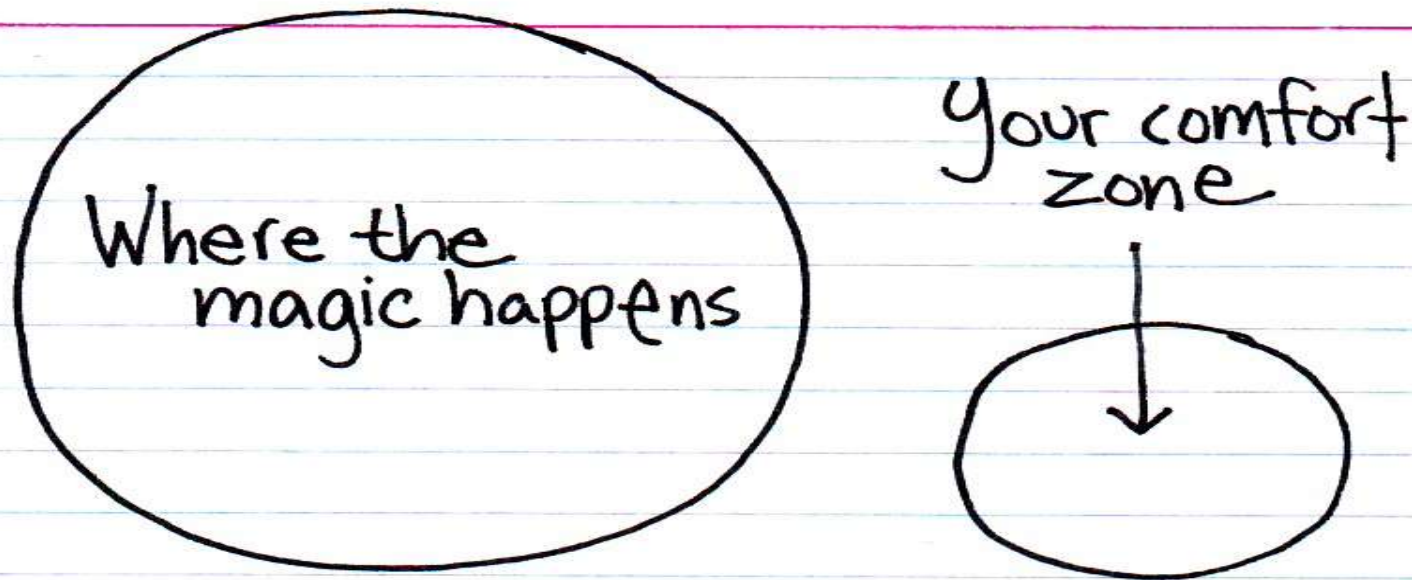
Ensure quality provision of services and prevent harm from occurring

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

Bottom line | safe, effective practice



Our Courage and Theirs



Think about ...

An adult lesson you learned

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?

What brought you to this point?

Experience | Training | History



What are you looking for in a supervisee?

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?

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

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

Self-Assessment Introduction

Strengths vs. Areas for Growth

Need for Overall Leadership

One Note Symphony

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Essential Supervisory Methods

HANDOUT

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Organizational Context



Essential Supervisory Skills

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

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, 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? What would you do?