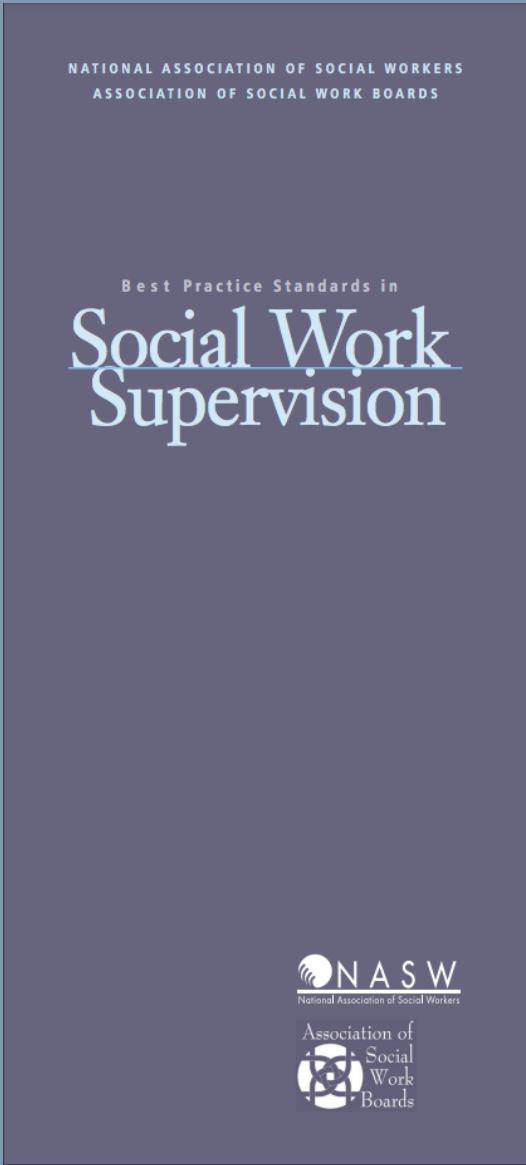


**How to Get the Most
out of Supervision
for Social Work Students
(& those entering the workforce)**

**NASW Zoom Chat
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What IS professional supervision?

- ...the relationship between supervisor and supervisee in which the responsibility and accountability for the development of competence, demeanor, and ethical practice take place.
- The supervisor is responsible for providing direction to the supervisee, who applies social work theory, standardized knowledge, skills, competency, and applicable ethical content in the practice setting.
- The supervisor and the supervisee both share responsibility for carrying out their role in this collaborative process.

Ask the right questions



For those seeking supervision in employment:

Is supervision included as part of your job package?

Is this supervisor qualified to supervise me for licensure?

What delivery/methods of supervision are offered? (Individual? Group?)

What sort of access will you have to your supervisor



For those seeking supervision outside of employment:

What supervisory style does this individual use? (is it a good fit)

What costs are associated with the supervision?

What sort of availability does this supervisor have for you?

What delivery/methods of supervision are offered?

Supervision For Licensure

- Supervision is ONE of many requirements for Licensure at a Clinical Level
- Varies by State
- In Florida we require supervision to obtain a clinical license, which includes:
 - Two years of post-master's supervised experience under the supervision of a licensed clinical social worker.
 - Documented on the [Verification of Clinical Experience Form](#) (or they will not count towards licensure.)
 - At least 100 hours of supervision in no less than 100 weeks;
 - 1,500 hours of face-to-face psychotherapy with clients;
 - 1 hour of supervision every two weeks minimum
 - Cannot count until the Registered Clinical Social Work Intern status is confirmed by the Board

I knew you'd ask so...in Florida to get licensed you will also need:

- Official Transcript
- Coursework - 24 semester hours or 32 quarter hours in theory of human behavior and practice methods as courses in clinically oriented services, including a minimum of one course in psychopathology.
- Practicum - A supervised field placement that was part of the applicant's master's program, during which the applicant provided clinical services directly to clients. An official of the school must provide a letter on university letterhead verifying completion
- If advanced standing, an advanced standing letter from University official
- Exam – High stakes clinical exam, offered by ASWB, that starting soon, can be taken 18 months into your registered clinical SW internship. Other states require 2 years.
- Laws and Rules Course – 8 hrs. HIV Course – 3 hrs
- Domestic Violence Course – 2 hours – within 6 months after (send it separately)
- If you ever held a SW license in another state, a certification or license verification from there
- Check out the website of the Florida 491 Board for all the forms
<https://floridamenthalhealthprofessions.gov/licensing/licensed-clinical-social-worker/>
- For other state's rules: <https://www.mswguide.org/licensure/>

Types of Supervision

Administrative

- **Organizational Focus**
- **Task Centered**
- **Executive manager role**
- **Power comes from authority/reward/discipline**

Educational

- **Professional Competence Focus**
- **Knowledge and Skill Centered**
- **Information and expertise are personal power**

Supportive

- **Psychological and Interpersonal Climate Focus**
- **Stressor Focused**
- **Goodwill is personal power**

CLINICAL

- **May also be supportive and educational**
- **Model good clinical skills**
- **Focus on increasing self awareness**

Question

In working with a client, a social worker begins to wear clothes that are particularly flattering and to allow the client additional time. The social worker realizes that these behaviors suggest having feelings for the client beyond what is professionally appropriate. What should the social worker do FIRST?

- A. Discuss the behavior with the supervisor
- B. Discuss these feelings with the client
- C. Continue to self-monitor the behavior
- D. Transfer the client to another social worker

Let's focus on clinical supervision



Reflective process that provides safe-space (physical and emotional)



Examine the clinical work of the practitioner



Goal is to enhance personal and professional growth



Shape competence and promote a higher level of services



Good supervision will help practitioners address challenges and prevent, mitigate, and heal various problems

Guided Imagery Exercise

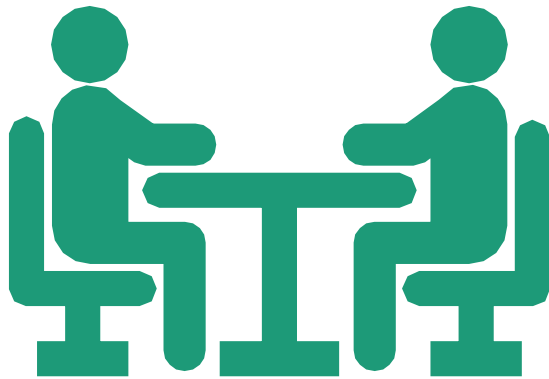
- Take several deep breaths
- Feel yourself settling down
- Imagine yourself entering a theatre
- See a large stage with the curtain drawn
- Sit down and make yourself comfortable,,,
- Other people enter too and sit
- The house lights go dim and the stage lights come up. The show is about to start...



Clinical Supervision is Reflective Supervision

- Hold a regularly scheduled meeting without interruptions or distractions (phone, door, etc.)
- Follow an agreed upon agenda
- Be accessible and available in the event of crisis
- Be emotionally present
- Observe and listen carefully
- Avoid judgment
- Be compassionate and respond with empathy
- Model open communication
- Focus on building the relationship and on being genuine
- Listen for worker emotions and invite the sharing of feelings
- Provide supportive feedback and build on worker strengths
- Create an open environment to share challenges and mistakes * Help the worker find meaning in their work
- Inquire about and support self-care
- Maintain a balance of focus on the worker, and on their cases
- Use motivational interviewing techniques
- Ask for feedback

What is trauma-informed supervision?



- Supporting staff. Relationship based
- Reflective supervision is a trauma-informed model
- Motivational interviewing can illuminate the skills
 - Collaborative approach
 - Shared expertise
 - Reflective listening
 - Affirming strengths to build confidence
- Typical Supervisory Questions
 - How has this case affected you?
 - How have you been dealing with it?
 - What can I do to make sure you are getting what you need?
 - What can I do to support you in taking care of yourself?

Fit – how will your and your supervisor’s qualities effect your supervision?

- How do you cope with issues that create anxiety for you?
 - Approacher – Avoider - Binder
- Learning Style – what is yours?
 - Aggressive/Passive
 - Dependent/Independent
 - Visual-Auditory-Kinesthetic
- Supervisor’s Leadership Style
 - Military style
 - Motherly
 - Crisis Directed
 - Inconsistent or Neglectful
 - Balanced



Question:

- A social worker is faced with a practice situation that poses an ethical dilemma. Which of the following sources should be consulted FIRST?
 - A. The social workers current supervisor
 - B. The social work licensing board
 - C. The professional code of ethics
 - D. The social workers most experienced colleague

Become the Supervisee that Nurtures Future You (the Skilled Practitioner)



Build a productive relationship

Learn about supervisor's style, model & expectations

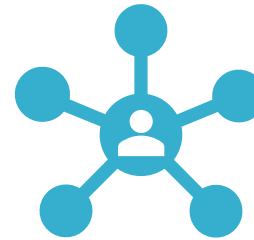
Communicate your needs

Be prepared – do the work

Be willing to have difficult conversations

Talk about your feelings around this work

Benefit from the parallel process



Be open to feedback

Know that even negative feedback isn't personal

Use the information to build your skills and develop as a social worker.

Challenges → professional growth

Articles – Influences in the Preparation of this Training

- In an article I absolutely love, in the New Social Worker Online, Danna Bodenheimer talks about how the process is both messiness AND magic - Recognizing that supervision is co-created – that means both by the supervisor AND by you, the supervisee – and has lots of ideas for insuring that mediocre supervision doesn't overtake authentic supervision – which can be transformative. One of the things she asks her supervisees, is who are you brushing your teeth with? She finds a way of letting her supervisees know that it's human to think about our clients – and also that those are the clients that you need to process in supervision. Real World Clinical Blog: On Social Work Supervision Let's talk about what makes supervision good and what makes supervision bad. by [Danna Bodenheimer](https://www.socialworker.com/feature-articles/real-world-clinical-sw/on-social-work-supervision/). <https://www.socialworker.com/feature-articles/real-world-clinical-sw/on-social-work-supervision/>
- Supervision is such an integral part of your development as a social worker, that NASW has an entire set of practice standards that focus on what makes someone a good supervisor. It's called Best Practice Standards in Social Work Supervision and it's available at <https://www.socialworkers.org/LinkClick.aspx?fileticket=GBrLb14Buwl%3d&portalid=0>
- A lot of my thinking about supervision lately is influenced by Robert Taibbi, from whom I learned about supervisor/supervisee types and fit, as well as the guided imagery I used today. (and amended for you). His book is called Clinical Social Work Supervision: Practice and Process. It is written (very wisely) for the supervisor
- This article by *Tawanda Hubbard, MSW, DSW, LCSW* called "Having Difficult But Necessary Conversations With Your Social Work Field Instructor" is relevant for both field instructors AND world-of-work supervisors. <https://www.socialworker.com/feature-articles/field-placement/having-difficult-but-necessary-conversations-with-your-social-work-field-instructor/>
- To contact me, Email: SusanLCSW2@gmail.com