

Effective Police Supervision Requires Preplanning for Feedback

The Corrective Feedback Instrument-Revised (CFI-R) as a Tool for Preplanning for Feedback

Hulse & McDermott, 2015

Goal of supervision is to develop personnel and strengthen the organization

Development of a relationship between supervisor and supervisee is an essential feature of effective supervision

Preplanning for feedback enhances relationship development

Preplanning for feedback helps supervisees shift from avoiding feedback to hearing and applying feedback

Step One
Supervisor self-awareness
Who Am I?

Step Two
Supervisor gets to know the supervisee
Who are you?

Step Three
Who are we together?

Method
Supervisor explores personal preferences and responses on CFI-R

Method
Supervisee explores personal preferences and responses on CFI-R

Method
Supervisor and Supervisee discuss their responses on the CFI-R and set expectations for feedback in supervision.

Transfer of Learning

