

ADDRESSING ADVANCED SUPERVISION ISSUES

Key Components

- Advanced skills used in supervision for dealing with difficult supervisees
- Issues presented during supervision
- Appropriate supervisory responses
- Prevention Strategies
- Ethical considerations
- Opportunities to apply concepts learned

More Specific Ideas

- ◆ Common Issues
- ◆ Barriers
- ◆ Establishing a healthy supervisory relationship
- ◆ Effective supervision and counseling
- ◆ Defining and indicating ways to identify impairment
- ◆ Prevention Strategies including:
 - Supervisee role induction
 - Contracting
 - Due Process

ASSESSING BOUNDARIES & BUILDING THE SUPERVISORY RELATIONSHIP

Key Components

- The Supervision Relationship
- Evaluation in Supervision
- Multicultural Issues
- Setting clear and appropriate boundaries
- Typical mistakes made in supervision
- Games played by supervisees and supervisors
- Techniques and methods unique to supervision
- More Ethical considerations

More Specific Ideas

- What relationship skills are necessary for the supervisor?
- Role conflict and role ambiguity
- Parallel Process
- Skill building interventions
- Helping the supervisee to choose effective interventions
- Evaluation assessments- formative and summative evaluation
- Essence of good feedback
- Importance of understanding differences between the supervisor and supervisee regarding gender, race, ethnicity, SES, sexual orientation, religion and more.

LEGAL & ETHICAL ISSUES IN COUNSELING SUPERVISION

Key Components

This workshop will explore the implications of supervision ethics to the everyday practice of clinical supervision. It will review Illinois counseling licensure law and will discuss supervision responsibilities. The presenter will offer practical suggestions for protecting supervisors from disciplinary actions. The use of ethical practice to increase supervision skills will also be emphasized. Other topics will include strategies for selecting ethical supervisors, the role of documentation, and the implications of technology to ethics.

More Specific Ideas

- Learn legal and ethical responsibilities of supervisors
- Understand the implications of Illinois counseling licensure rules to clinical supervisors
- Learn hints to protect supervisors from disciplinary action
- Review ACES & NBCC ethical guidelines for supervisors
- Practice confronting supervisees about ethical issues
- Develop strategies for reviewing case notes and other forms of documentation
- Develop strategies for selecting ethical supervisors and monitoring their supervision
- Discuss implications of accreditation to supervision ethics
- Strategies for selecting & communicating with attorneys
- Ask about specific ethical issues relevant to their sites

EVALUATION & ASSESSMENT IN COUNSELING SUPERVISION

Key Components

- Problems in the supervisory relationship
- Models in supervision: New avenues & ideas
- Stages in supervisee development
- Evaluation and Assessment techniques
- Supervisor competence and need for professional development
- Advanced ethical and legal issues of supervision

More Specific Ideas

- Difficult supervisees; games and how to counteract them
- Help participant define own model or preferred style
- Evaluation of pre-graduates versus evaluation of professionals over time
- Boundaries and dual relationships
- Competence issues -Growing as a supervisor
- Research impacting supervision
- Advanced ethical issues - legal concerns and liability