

## **Ability to make use of supervision and training**

An ability to hold in mind that a primary purpose of supervision and learning is to enhance the quality of the treatment clients receive

An ability for therapists to recognise when they are operating beyond their level of training or beyond their capacity (“getting out of their depth”) and to respond to this by seeking supervision and/or further training

An ability for experienced practitioners to draw on knowledge of significant developments that are relevant to their practice but in which they are inexperienced, and to address this by identifying appropriate training and/or supervision

## **An ability to work collaboratively with the supervisor**

An ability to work with the supervisor in order to generate an explicit agreement about the parameters of supervision (e.g. setting an agenda, being clear about the respective roles of supervisor and supervisee, the goals of supervision and any contracts which specify these factors)

An ability for the supervisee to help the supervisor be aware of their current state of competence and training needs

An ability to present an honest and open account of clinical work undertaken

An ability to discuss clinical work with the supervisor as an active and engaged participant, without becoming passive or avoidant, or defensive or aggressive

An ability to present clinical material to the supervisor in a focussed manner, selecting the most important and relevant material

## **Capacity for self-appraisal and reflection**

An ability to reflect on the supervisor’s feedback and to apply these reflections in future work

An ability for the supervisee to be open and realistic about their capabilities and to share this self-appraisal with the supervisor

An ability to use feedback from the supervisor in order further to develop the capacity for accurate self-appraisal

An ability for the supervisee to reflect on their beliefs about clients

an ability to identify (and to work on) beliefs that may be unhelpful to the progress of an intervention

## **Capacity for active learning**

An ability to act on suggestions regarding relevant reading made by the supervisor, and to incorporate this material into clinical practice

An ability to take the initiative in relation to learning, by identifying relevant papers, or books, based on (but independent of) supervisor suggestions, and to incorporate this material into clinical practice

## **Capacity to use supervision to reflect on developing personal and professional roles**

An ability to use supervision to discuss the personal impact of the work, especially where this reflection is relevant to maintaining the likely effectiveness of clinical work

An ability to use supervision to reflect on the impact of clinical work in relation to professional development

**Capacity to reflect on supervision quality**

An ability to reflect on the quality of supervision as a whole, and (in accordance with national and professional guidelines) to seek advice from others where:

there is concern that supervision is below an acceptable standard

where the supervisor's recommendations deviate from acceptable practice

where the supervisor's actions breach national and professional guidance (e.g. abuses of power and/or attempts to create dual (sexual) relationships)