

This evaluation Form gives the supervisor valuable feedback while it gives the employee a sense of responsibility and involvement in the design and development of the supervision process.

Use a 7- point rating scale where:

1 = Strongly Disagree

2

3

4 = Neither Agree nor Disagree

5

6

7 = Strongly Agree

1. Provides useful feedback regarding clinical behavior.	
2. Promotes an easy, relaxed feeling in supervision.	
3. Makes supervision a constructive learning experience.	
4. Provides specific help in areas needing work.	
5. Addresses issues relevant to current clinical conditions of clients.	
6. Focuses on alternative clinical strategies to be used with clients.	
7. Focuses on clinical behavior.	
8. Encourages alternative clinical skills.	
9. Structures supervision appropriately.	
10. Emphasizes the development of strengths and capabilities.	
11. Brainstorms solutions, responses, and techniques that would be helpful in future client sessions.	
12. Involves clinician in the supervision process.	
13. Helps the supervisee feel accepted and respected as a person.	
14. Appropriately deals with clinician's affect and behavior.	
15. Motivates the clinician to self assess.	
16. Conveys a sense of competence.	
17. Appropriately addresses interpersonal dynamics between self and clinician.	
18. Appropriately deals with their own affect and behavior.	
19. Can accept feedback from clinician.	
20. Helps reduce defensiveness in supervision.	
21. Encourages expression of opinions, questions and concerns about clinical interventions.	
22. Prepares clinician adequately for clinical care provision of next session.	
23. Helps clarify clinical objectives within interventions.	
24. Provides opportunity for clinician to discuss difficulties with clients.	
25. Encourages client conceptualization in new ways.	
26. Motivates and encourages clinician.	
27. Challenges the clinician to perceive accurately the thoughts, feelings and actions of the client.	
28. Gives the clinician a change to discuss personal issues as they relate to their provision of clinical care.	
29. Is flexible enough to encourage spontaneity and creativity.	
30. Focuses on implications and possible consequences of specific clinical provision of care.	

31. Provides suggestions for developing clinical skill level.	
32. Helps define and achieve specific, concrete goals.	
33. Gives useful feedback.	
34. Helps organize relevant clinical data in planning and strategies with clients.	
35. Helps develop skills in critiquing and gaining insight from constructive feedback in various forms. (In-Vivo supervision, Peer/Team feedback, client feedback)	
36. Address culture issues of clinician in helpful manner.	
37. Discusses cultural and contextual issues of client, family, and wider systems that open up new resources and avenues for support.	
38. Allows and encourages self-evaluation.	
39. Explains criteria for evaluation clearly and in behavioral terms.	
40. Applies criteria fairly in evaluating clinical performance.	
Other:	