



**Supervisor Guidelines** - A few things to consider may be:

Before supervision

- What do I expect of a supervisee?
- What is my approach to supervision and how will I describe it to a supervisee?
- What is my role in supervision and what do I perceive as the role of the supervisee?
- What are my strengths as a supervisor?

During the first session

- Can we work together?
- When will we meet, for how long and where?
- What records will we keep of supervision, who will keep them and where will they be kept?
- What reporting, if any, will occur, what process will it follow and who will receive copies?
- How will confidentiality and other ethical issues be dealt with?

After each session

- What I liked about your presentation today was....
- What have you learned in this session?
- What new insight have you gained?
- How will you apply what you have learned in your work?
- What could we have done differently?
- What was helpful about what I did or said?
- What was not helpful?
- What would you like me to do differently?

Review of supervision sessions

- How do I feel about supervising this person?
- What am I offering them?
- What can I continue to offer?
- What would I like to change in my supervisory arrangement?
- What change have I seen in my supervisee?
- What has pleased me about our supervisory arrangement?
- What would I like to tell my supervisee?
- Have I provided a balance of support and challenge?