SUPERVISOR EVALUATION FORM

Supervisee Name______________________________________________

Supervision Period ________________________ to ______________________

Supervisor Name________________________________ Date of Evaluation___________

Purpose: To provide the supervisor with an understanding of his/her job performance in relation to the supervisee, to suggest areas for improvement, to permit the student to offer feedback to the supervisor in a written form that is based on a set of clearly and previously-established criteria, and to increase the supervisor’s competence as a supervisor.

Performance Level Rating Scale: Based on current assessment and progress of supervision and expectations of supervisee:

3 – much more of this is needed
2 – it would be desirable to have somewhat more
1 – it would be desirable to have a little more
0 – this area is satisfactory

Directions: Utilizing the Rating Scale above, place the appropriate number on the line provided at the end of each item.

Evaluation Items

Supervisor is able to:

1. Be flexible and responsive to your changing needs
2. Establish an atmosphere of acceptance and psychological safety
3. Call attention to errors in a tactful manner and
4. Recognize and accommodate to your level of experience and style of learning
5. Refrain from indiscriminate use of praise
6. Provide opportunities for you to question, challenge or doubt
7. Encourage you to explore the implications of your interventions
8. Encourage you to formulate your understanding of the case material
9. Make specific suggestions when you need them
10. Not foster undue dependence on your part
11. When asked, present a clear, theoretical rationale for suggestions
12. Clearly inform you of legal issues
13. Clearly inform you of ethical issues
14. Be sensitive to the requirements placed on you by your agency
15. Admit errors and/or limitations without undue defensiveness
16. Be concrete and specific in comments
17. Facilitate your understanding of countertransference reactions to your clients
18. Seek consultation when it is needed
19. Summarize and/or highlight major points of supervisory session
20. Be reached in case of emergencies
21. Help you formulate the dynamics of the client
22. Listen sensitively to you
23. Help clarify and define the nature of problem(s) you are having in your work
24. Be clear about the limits of the supervisory relationship
25. Deal explicitly with the formal evaluation process
26. Through role-playing or other suitable techniques, to help you more effectively intervene with your client
27. Be straightforward with you regarding areas in which you need improvement
28. Be clear with you about the differences between supervision and psychotherapy
30. Maintain an appropriate focus in your sessions
31. “Be there” to meet your needs and not impose his/her issues on you
32. Be open to discussing any difficulties between the two of you which are hindering your learning
33. Clearly define the nature, structure, expectations, and limitations of the supervisory relationship
34. Make decisions and take responsibility when appropriate
35. Make you feel s/he genuinely want to help you learn
36. Be a good role model for you
37. Provide you with general knowledge about professional psychology
38. Be sensitive and adaptive to the stresses you are experiencing as a student
Summarize the supervisor’s strengths and weaknesses as you currently view them and make suggestions for ways in which your supervisor could further facilitate your learning.

Hall-Marley (2001) developed this Supervisor Feedback form as an instrument to provide feedback to supervisors on the trainee’s experience of supervision. The form consists of sections including atmosphere for learning, supervision style, supervision conduct, and supervision impact. It is recommended a supervisor feedback form be used a minimum of four times during the training year and ideally, more frequently. It is a tool in establishing a dialogue and a feedback loop which should enhance the supervisory alliance.

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