

CLINICAL SUPERVISOR COMPETENCIES ASSESSMENT

Treatment Centers

Employee Name _____

Program _____

Date ____/____/____

TAP 21-A *COMPETENCIES FOR SUBSTANCE ABUSE TREATMENT CLINICAL SUPERVISORS*
U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
Substance Abuse and Mental Health Services Administration
Center for Substance Abuse Treatment
www.samhsa.gov

Please rate your level of training need in the following areas.

THEORIES, ROLES, AND MODALITIES

COMPETENCY 1

Be able to define the purpose of clinical supervision specific to the organization's clinical and administrative contexts, including supervisory goals and methods

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 2

Be familiar with a variety of theoretical models of clinical supervision, including (but not limited to) psychotherapy-based, developmental, multicultural, integrative, and blended models

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 3

Be able to articulate one's model of supervision

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 4

Be familiar with modalities of clinical supervision, including individual, group, direct observation, and consultation

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 5

Be familiar with current research literature related to recommended practices in both substance abuse disorder treatment and clinical supervision

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 6

Be familiar with literature regarding multiple learning strategies (e.g., instructions, demonstrations, role plays, critiques)

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 7

Recognize the importance of establishing with the supervisee a productive, healthy learning alliance focused on improving client services and job performance

Strong need for training

Moderate need for training

No need for any further training

LEADERSHIP**COMPETENCY 8**

Use a leadership style that creates and maintains an environment based on mutual respect, trust and teamwork

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 9

Be a role model by taking full responsibility for one's decisions, supervisory practices, and personal wellness

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 10

Seek out and use leadership mentors to assist with one's personal development, knowledge acquisition, and skill development

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 11

Clarify agency vision, mission, and service goals and objectives for the supervisee; and teach, mentor, and coach in the context of the organization's core values

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 12

Proactively structure and schedule clinical supervision activities

Strong need for training

Moderate need for training

No need for any further training

SUPERVISORY ALLIANCE**COMPETENCY 13**

Be familiar with literature about supervisory alliance, including key factors that strengthen or compromise the supervisory alliance, supervisory contracting, and relational issues (e.g., transference and countertransference)

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 14

Understand the complex, multilevel, and bidirectional nature of the supervisory triad of client, counselor, and supervisor. Maintain an awareness of potential dual relationships and boundary violations within the triad

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 15

Conceptualize the supervisor-supervisee relationship as a learning alliance that provides for role induction, includes agreement on goals and tasks, and recognizes the bond that develops between the supervisor and the supervisee

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 16

Maintain appropriate boundaries in forming and maintaining a safe and trusting professional relationship

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 17

Attend to cultural, racial, gender, age, and other diversity variables essential to a productive supervisor–supervisee relationship

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 18

Recognize interpersonal conflict and supervisory impasses, accept appropriate responsibility, and actively participate in resolving difficulties

Strong need for training

Moderate need for training

No need for any further training

CRITICAL THINKING**COMPETENCY 19**

Analyze and evaluate agency issues and policies to better understand, clarify, and participate in the continuous improvement of agency and staff performance and service outcomes

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 20

Select, adapt, implement, and evaluate appropriate problem solving, decision making, and conflict resolution techniques

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 21

Ask supervisees relevant and clarifying questions and listen critically for content and underlying issues in their self-disclosure

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 22

Help supervisees develop skills in case conceptualization and analysis of client–counselor interactions

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 23

Develop sound criteria for self-evaluation and clarify personal beliefs, values, and biases

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 24

Help supervisees develop sound criteria for self-evaluation and clarify their beliefs, values, and biases

Strong need for training

Moderate need for training

No need for any further training

ORGANIZATIONAL MANAGEMENT**COMPETENCY 25**

Recognize that organizational and managerial skills and tasks enhance clinical supervision

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 26

Understand and consistently apply agency policies, procedures, organizational structure, and communication protocols

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 27

Be familiar with and abide by current principles, laws, ethical guidelines, and agency policies regarding personnel management

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 28

Understand and ensure supervisee compliance with State program licensing requirements and with other State and Federal laws and statutes

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 29

Learn to implement effective disciplinary and administrative management techniques that enhance clinical supervision and accomplishment of the organization's mission

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 30

Monitor and maintain the human and technical resources needed to meet organizational and program objectives

Strong need for training

Moderate need for training

No need for any further training

COMPETENCY 31

Ensure the maintenance, storage, and security of employee records and protected health information consistent with the organization's policies and procedures, government regulations, and ethical principles

Strong need for training

Moderate need for training

No need for any further training

Employee Signature/date