



**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

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Employee Signature/date