Supervisor Observation Form

Counselor Trainee Name: __________________________________________

Date: _____________________________

Session #: _________________________

Supervisor: ____________________________________________

Type of Supervision: ☐ Live ☐ Audiotape ☐ Videotape

GENERAL SKILLS

Joining Skills: __________________________________________________

Tracking Skills: __________________________________________________

Thorough Assessment: _____________________________________________

Probing, Flexible Questions: _________________________________________

Clarification, Confrontation: _________________________________________

Examining Transitional Patterns: _______________________________________

Direct Interventions: _________________________________________________

Indirect Interventions: _______________________________________________

INTERVENTION SKILLS

1. Maintains Working Alliance:
   □ Tracks or reflects (particularly affect) client statements in session
   □ Maintains client’s motivation to work (without overwhelming or client becoming dependent)
   □ Balances tracking functions with guiding functions consistent with theoretical perspective
   □ Demonstrates multicultural competence

2. Focuses Therapy:
   □ Formulates realistic short and long-term behavioral goals
   □ Formulates methods (process goals) for achieving outcome
   □ Establishes shared sense of outcome and process goals with client
   □ Fosters positive expectations of hope
Recognizes therapeutic impasses

Realistic in assessing and re-assessing progress and revising formulation and diagnosis as indicated

Interventions are consistent with theoretical formulation

Interventions are culturally and ethically appropriate

Interventions potentiate change

Able to focus on process issues in session

Interventions are prescriptive vs. generic

3. Understands Interpersonal Process Issues:

Uses personal response to client to aid assessment

Selectively responds to accurate self-report, distortions, and client-therapist demands

Responds appropriately to metaphorical and nonverbal content

Recognizes and highlights underlying affect, cognition, or themes from content

Accurately intuits culturally meaningful behavior

COMMENTS: ____________________________________________________________

________________________________________________________________________

________________________________________________________________________

Please email completed document to bkitts@ashland.edu.

Supervisor Signature and credentials __________________________ Date ____________