**Personal Characteristics**

If you are thinking of becoming a supervisor, you need to be aware of the personal characteristics that are ideal in an effective clinical supervisor so that you can aspire to develop them. If you are thinking of becoming a supervisee, you may wish to look for these characteristics in potential supervisors before you make your choice. It is important to stress that characteristics are ideals and that none of us can ever attain them all, but we can work towards them. Remembering that nobody is perfect!

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| **Checklist – Personal characteristics of clinical supervisors (based on Carl Rogers 1983) adapted from The Practitioner’s Companion Part 1.*** **Openness-** to new ideas, perspectives, experiences, change, constructive criticism from supervisee
* **Approachability**- experienced as being non-judgemental, willing to listen, valuing the supervisee
* **Trustworthiness**-being able to keep confidences, have the supervisee’s best interests at heart and not pursue their own personal agenda
* **Consistency**- between words and actions
* **Self-confidence** -as a practitioner and clinical supervisor
* **Authenticity**- being genuinely oneself in the relationship and only offering help that they are genuinely prepared to give
* **Warmth**- towards the supervisee
* **Flexibility** – in facilitation style, strategies, and interventions and in responding to the supervisee’s needs
* **Attentiveness** -attuned listening; really hearing what the supervisee is saying by engaging with them
* **Curiosity** - wanting to explore new ideas; perspectives; the supervisee’s experiences, feelings, and actions
* **Commitment**- to the supervisee and the process demonstrated by making focused time for the supervisee and for the facilitation /support process and by following up actions agreed during supervision
* **Supportiveness** - offering emotional, psychological, and intellectual support
* **Reliability**- turning up on time, producing supervision notes as agreed
* **Dependability**- do what they say they will do
* **Congruency**- the supervisor must be a unified or integrated person; not a facade or a pretence, there must be an accurate matching of experience with awareness; if they're angry affectionate or ashamed it will be at all levels, the supervisee will know where the supervisor stands; the supervisee will feel comfortable and secure in the relationship
* **Self-disclosure**- reveals to the supervisee something of who they are as a person and professional, and of their own life
* **Non defensiveness** - the ability to accept constructive criticism as useful rather than threatening
* **Concern**- cares about the supervisee as a person and professional
* **Investment** - of time and self, prepared to give own time and use self in a facilitative way
* **Self-awareness**- consciously observing, monitoring, and evaluating self
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Now consider scoring your attributes by using the scale below, take the opportunity to share this with a person that knows you and someone you trust in order to gain some valued feedback on how you have self-scored.

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| Attribute | Score |
| Openness | 1 2 3 4 5 |
| Approachability | 1 2 3 4 5 |
| Trustworthiness  | 1 2 3 4 5 |
| Consistency | 1 2 3 4 5 |
| Self - Confidence | 1 2 3 4 5 |
| Authenticity  | 1 2 3 4 5 |
| Warmth | 1 2 3 4 5 |
| Flexibility  | 1 2 3 4 5 |
| Attentiveness  | 1 2 3 4 5 |
| Curiosity  | 1 2 3 4 5 |
| Commitment  | 1 2 3 4 5 |
| Supportiveness  | 1 2 3 4 5 |
| Reliability  | 1 2 3 4 5 |
| Dependability  | 1 2 3 4 5 |
| Congruency | 1 2 3 4 5 |
| Self -Disclosure  | 1 2 3 4 5 |
| Non-Defensiveness  | 1 2 3 4 5 |
| Concern  | 1 2 3 4 5 |
| Investment  | 1 2 3 4 5 |
| Self -Awareness | 1 2 3 4 5 |