

LOMA LINDA UNIVERSITY, SCHOOL OF MEDICINE – DEPT. OF PSYCHIATRY

SUPERVISOR FEEDBACK FORM

Adapted from: Janet Willer, Ph.D., VA Chicago Health Care System

Intern _____

Supervisor _____

Training Year _____

Sept-Feb Mar-Aug

NOTE: Different descriptors accompany the YES response for each item. In many cases, the most detailed or in-depth item is listed last. However, please be aware that the last item might not be the most appropriate or desirable with regards to every intern's needs or every training experience. Please write-in comments, also.

Supervisory Responsibilities

The supervisor was at supervisory meetings promptly and reliably.

- ☐ NO
- ☐ YES, but was late more than 15 minutes more than 2 times.
- ☐ YES, reliably on time, with minimal delays.

The supervisor was available for "spot supervision."

- ☐ NA
- ☐ NO
- ☐ YES, with limited availability.
- ☐ YES, with clear communication about several available times throughout the week and frequent immediate availability for quick questions.

The supervisor educated me fully about documentation and confidentiality issues.

- ☐ NO
- ☐ YES, when concerns arose and as needed.
- ☐ YES, and helped me identify potential difficulties that I may not have anticipated.

Supervisory Content

The supervisor discussed ethical issues pertaining to patient care.

- ☐ NO
- ☐ YES, when concerns arose and as needed.
- ☐ YES, and helped me identify potential difficulties that I may not have anticipated.

The supervisor helped me develop an understanding of the concepts and attitudes necessary to serve effectively in diverse communities locally and globally.

- ☐ NO
- ☐ YES, as needed.
- ☐ YES, and relevant current professional writings were provided to me and/or current literature was referenced in our discussions and/or diversity issues were discussed in depth on an ongoing basis.

The supervisor fostered increased knowledge and understanding of major factors related to religion/spirituality and mental health.

- ☐ NO
- ☐ Yes, as needed.
- ☐ Yes, and relevant current professional writings were provided to me and/or current literature was referenced in our discussions and/or issues related to psychotherapy and the spiritual life were discussed in depth on an ongoing basis.

The supervisor helped me apply the insights of religion and spirituality along with the knowledge and techniques of the social and behavioral sciences in my clinical and/or research experience.

- ☐ NO
- ☐ Yes, as needed for particular cases.
- ☐ Yes, and this has helped me anticipate and more promptly respond to the needs of other patients appropriately.

The supervisor educated me about coping with risk issues such as suicidality and homicidality in therapy, including assessment, documentation, contracting and addressing the issue therapeutically.

- ☐ NO
- ☐ YES, when concerns arose and as needed.
- ☐ YES, and helped me identify potential difficulties that I may not have anticipated.

The supervisor shared case material and therapeutic difficulties relating to the supervisor's own patients with me.

- ☐ NO
- ☐ YES, and I appreciated learning about how the supervisor addressed clinical difficulties of her or his own.
- ☐ YES, and this was helpful to my own clinical development since the examples provided were pertinent to the cases at hand and my developing clinical style.

Audiotapes/videotapes were played in supervision.

- ☐ NO
- ☐ YES, 1-2 times
- ☐ YES, 3-4 times
- ☐ YES, 5 times or more

The supervisor made in vivo observations of my work (can include observation of testing, joint bedside consultations, and co-leading groups).

- ☐ NO
- ☐ YES, 1-2 times
- ☐ YES, 3-4 times
- ☐ YES, 5 times or more

Supervisory Process

The supervisor fostered good communication, respect and trust.

- ☐ NO
- ☐ YES, indirectly fostered, through nonverbal communication and a comfortable climate.
- ☐ YES, directly and indirectly fostered, including discussion of process issues in supervision as needed.

We discussed difficulties in the supervisory relationship.

- ☐ NA, no difficulties were noted by either of us.
- ☐ NO
- ☐ YES, but we are still having difficulties.
- ☐ YES, and I feel that we have better communication about these matters now.
- ☐ YES, and difficulties were fully resolved to the satisfaction of both parties.

I felt comfortable with how the supervisor gave me feedback on my work.

- ☐ NO
- ☐ YES, although sometimes I struggled with how to implement the feedback.
- ☐ YES, and appropriate, constructive feedback was given that I was able to utilize and incorporate into clinical practice and my developing clinical style.

The supervisor fostered an environment that made me feel comfortable discussing countertransference issues.

- ☐ NA
- ☐ NO
- ☐ YES, indirectly fostered, through nonverbal communication and a comfortable climate.
- ☐ YES, directly and indirectly fostered, including encouragement to discuss countertransference.

The supervisor concentrated on my training needs during supervision and was interested in my growth as a clinician.

☐ NO

☐ YES, my training needs were attended to.

☐ YES, and we discussed my training needs on at least on occasion.

☐ YES, and incorporated my feedback regarding supervisory needs into supervision sessions and training throughout the rotation.

Modeling Personal Attitudes and Values

The supervisor demonstrated personal attitudes and values congruent with the institution's mission statement:

Wholeness: supported the process of integrating spirituality with the biopsychosocial approach to psychotherapy, and demonstrated a balanced life that integrates mind, body and spirit.

☐ NO

☐ Rarely

☐ Sometimes

☐ Most of the time

Compassion: consistently treated others with courtesy, respect and kindness; demonstrated empathy, humility, patience, and encouraged forgiveness, and hope.

☐ NO

☐ Rarely

☐ Sometimes

☐ Most of the time

Integrity: affirmed his/her own identity while honoring, respecting, and affirming the values and worldviews that differ from his/her own.

☐ NO

☐ Rarely

☐ Sometimes

☐ Most of the time

Excellence: endeavored to reach a higher standard, sought out increased knowledge, greater skill, and deeper discernment

☐ NO

☐ Rarely

☐ Sometimes

☐ Most of the time

Teamwork: collaborated with others (colleagues or supervisees) to achieve a shared purpose, in an environment of respect and encouragement of differing opinions.

☐ NO

☐ Rarely

☐ Sometimes

☐ Most of the time

Assistance in Professional Development

The supervisor facilitated the process of me becoming a valuable member of the treatment team.

☐ NA, treatment team work was not emphasized on this training experience.

☐ NO

☐ YES, I was introduced to all team members, included in team meetings and encouraged to discuss issues with them as appropriate.

☐ YES, my input was valued and well-received in the treatment planning and case review process.

In group therapy, the supervisor was an effective role model for me.

☐ NA, no group therapy for this training experience.

☐ NO

☐ YES, I learned by observation and discussion of group members in supervision.

☐ YES, and my supervisor helped me to learn specific interventions, therapeutic techniques and/or more about group process.

The supervisor was flexible about my duties as needed for my professional growth, while consulting about time management as appropriate.

☐ NO

☐ YES, but I was still often unable to complete all assigned duties within the time allotted.

☐ YES, and I was able to successfully complete assigned duties in the time allotted per week for them, on average.

The supervisor encouraged positive professional relationships with colleagues through role-modeling and discussion.

☐ NA, treatment team work was not emphasized on this training experience.

☐ NO

☐ YES, I learned by observation of my supervisor's interactions with colleagues.

☐ YES, and my supervisor discussed how to facilitate positive professional relationships in supervision as needed.

The supervisor encouraged me in greater autonomy, as my capabilities and skills allowed.

☐ NO

☐ YES, and some activities for more autonomous functioning were available.

☐ YES, and when I was ready, the supervisor allowed ample opportunity for me to engage in activities such as doing groups alone, working on assessments more autonomously or treating selected individual psychotherapy cases more independently.

As appropriate, we discussed how to minimize the impact of anxiety and stressors on professional functioning.

☐ NA, not needed.

☐ NO

☐ YES, indirectly fostered, through nonverbal communication and a comfortable climate.

☐ YES, directly and indirectly fostered, including discussion of professional challenges that we both have faced as needed.

As needed, we discussed the development of my professional identity as a psychologist.

☐ NA, not needed.

☐ NO

☐ YES

Assistance in Development as Local Clinical Scientist

The supervisor was knowledgeable about the literature and research in the appropriate specialty areas, discussing research findings and professional writings that pertained to cases.

☐ NO

☐ YES, although more updates on current literature would have been helpful.

☐ YES, up-to-date with relevant current literature.

The supervisor suggested specific professional readings and/or encouraged me to seek out professional literature as needed.

☐ NO

☐ YES

Summary Ratings

	Unacceptable	Marginal	Acceptable	Exceeds Requirements	Outstanding
Fulfilled supervisory responsibilities	1	2	3	4	5
Supervisory content	1	2	3	4	5
Addressed diversity issues	1	2	3	4	5
Supervisory process	1	2	3	4	5
Assistance in professional development	1	2	3	4	5
Assistance in development as a local clinical scientist	1	2	3	4	5
Attitudes and values congruent with LLU's mission statement	1	2	3	4	5
Overall rating	1	2	3	4	5

Comments

Suggestions:

Summary of Strengths:

Note: This is a variation of the Supervisor Feedback Form, offered for free access on the APPIC website. The original form is the work of Dr. Janet Willer. Please address all comments and input on this form to Janet Willer, Ph.D., VA Chicago Health Care System, Psychology (116B), P.O. Box 8195, Chicago, IL 60680. Email address: janet.willer@med.va.gov