

# CAMFT ACTCF

The Canadian Association for Marriage and Family Therapy  
L'association Canadienne pour la thérapie conjugale et familiale

## CAMFT Supervisor Self-Assessment

Supervisor Name:

Membership #:

Date:

Supervisor-Mentor Name:

Membership #:

Date:

<b>1. Employing educational principles which enhance learning (p. 15-16 of Guidebook)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to apply the principles of adult learning				
Ability of the Supervisor to draw on knowledge of relevant educational models, and their implications for supervision practice				
Ability of the Supervisor to draw on knowledge of strategies for assuring the transfer of learning from the supervision context into clinical work				
Ability of the Supervisor to use direct observation and contingent feedback to enhance learning in supervision				
Ability of the Supervisor to link theory to practice, and relate practice to theory				
<b>2. Ethical practice (p. 16-17)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to identify and discuss ethical issues with the supervisee				
Ability of the Supervisor to identify and discuss issues relating to confidentiality				
Ability of the Supervisor to draw on knowledge (and relevant professional codes) related to dual role-relationships				
<b>3. Working with difference (p. 17)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to help supervisees consider the relevance of issues of difference				
Ability of the Supervisor to help supervisees integrate issues of difference into their practice				
Ability of the Supervisor to ensure that supervisees are appropriately supported in working with interpreters				

<b>4. Adapting supervision to the organizational and governance context (p. 18)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to act on knowledge of the organizational context within which the supervisee is operating				
Ability of the Supervisor to adapt supervision and supervisee's practice to the organizational context				
Ability of the Supervisor to adapt supervision to the clinical governance context				
<b>5. Fostering and maintaining a supervisory alliance (p. 19)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Supervisor's Knowledge of factors associated with a positive supervisory alliance				
Ability of the Supervisor to develop the supervisory alliance				
<b>6. Managing threats to the supervisory alliance (p. 19)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Capacity of Supervisor to manage threats to the supervisory alliance				
<b>7. Structuring supervision sessions (p. 20)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to establish a professional framework for supervision				
Ability of the Supervisor to establish and maintain boundaries				
Ability of the Supervisor to negotiate a contract for supervision				
Ability of the Supervisor to establish a structure for supervision sessions				
Ability of the Supervisor to agree to expectations about which cases will be presented				
<b>8. Helping the supervisee present information about clinical work (p. 21)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to help supervisee identify relevant content				
Ability of the Supervisor to help the supervisee develop structured presentations				
<b>9. Helping the supervisee practice clinical skills (p. 21)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to identify areas of clinical technique				
Ability of the Supervisor to structure practice sessions				
Ability of the Supervisor to give feedback about the practice session to the supervisee				

<b>10. Helping the supervisee reflect on their work and usefulness of supervision (p. 22)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to aid accurate self-reflection by giving feedback (in all areas of a supervisee's work) which is supportive but also accurate and appropriately challenging				
Ability of the Supervisor to establish expectations about reflection within supervision				
Ability of the Supervisor to facilitate reflection				
Ability of the Supervisor to gauge the supervisee's capacity to reflect				
Ability of the Supervisor-Candidate to monitor supervisee's capacity to apply the outcomes of reflection				
<b>11. Incorporating direct observation into supervision (p. 23)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to use audio / video-recordings				
Ability of the Supervisor to use recordings as a supervisory tool				
Ability of the Supervisor to use in-session direct observation				
<b>12. Conducting supervision in group formats* (p. 24)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to induct supervisees to group supervision				
Ability of the Supervisor to act as a group leader				
Ability of the Supervisor to structure group sessions				
Ability of the Supervisor to manage group process				
<b>13. Using measures to help the supervisee gauge client progress (p. 25)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to draw on knowledge of commonly used questionnaires and rating scales				
Ability of the Supervisor to help the supervisee interpret measures				
Ability of the Supervisor to help the supervisee administer measures				
Ability of the Supervisor to make use of information from objective measures to support supervision				
<b>14. Gauging the supervisee's level of competence (p. 25)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to develop criteria for gauging competence				
Ability of the Supervisor to use a range of methods to gauge competence				

<b>15. Applying standards (p. 26)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Supervisor knowledge of expected standards of professional conduct				
Ability of the Supervisor regarding gate-keeping with supervisees who are at prequalification level*				
Ability of the Supervisor to establish a context for gate-keeping				
Ability of the Supervisor to identify the significance of areas of poor performance				
Ability of the Supervisor to give feedback about areas of concern				
Ability of the Supervisor to fail the supervisee, if appropriate				
<b>16. Evaluation bias (p. 27)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to be aware of and act on potential sources of evaluation bias				
<b>17. Giving accurate and constructive feedback (p. 28)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to create a context for giving feedback				
Ability of the Supervisor to give feedback in an appropriate manner				
<b>18. Maintenance of standards with supervisees who are qualified practitioners* (p. 28)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to identify practice which falls below the standards expected of a qualified practitioner and generate plan of action				
Ability of the Supervisor (where justified by serious concerns about the supervisee's practice) to take action independent of the supervisee's consent				
<b>19. Reflecting on limitations in own knowledge and experience (p. 28)</b>	<b>High</b>	<b>Average</b>	<b>Low</b>	<b>Cannot evaluate</b>
Ability of the Supervisor to reflect (and act on) on limitations in own knowledge and experience				
What do you see as your areas of strength in supervision?				
What have you identified as your areas for growth?				

Based on your completion of this Self-Assessment, please identify 3-5 priorities for a Learning Plan. Identify the desired outcome of your learning about each of these priorities, and your plan (including time-line) for achieving this outcome.

We are still fine-tuning this assessment form.  
We welcome feedback on the form which you can send to [admin@camft.ca](mailto:admin@camft.ca)