

## What are the Key Elements in Supervision

- Building a working alliance with the supervisee
- Agree on the goals of the supervision
- Supervisees belief/trust in you as supervisor
- Helping to manage supervisee's fear and anxiety.
- Focus on the therapeutic process
- Mentoring supervisee and giving them room to become a strong clinician
- Facilitating attunement with the clients.
- Facilitating their ability to provide a high level of services to the clients.
- Help facilitate supervisee's confidence in their abilities.
- Evaluation--Assessing what they know and what they need to know
- Multi-cultural and gender awareness

## Key Elements in the Therapeutic Process

Transference and Countertransference

Recognizing the affect states (feelings) in the therapy room and in the supervision room and use them as an entryway to understand what the client is communicated about their thoughts and feelings to the clinician.

Projective Identification—an experience where an unwanted feeling is projected and is felt by the other person.

Parallel process-what is created in the consultation room can often be experienced between the supervisee and the supervisor.

Normalizing experience

Respecting the clinician

Containment

- Creating an environment that feels safe and non-judgmental
- Creating an environment of thinking rather than doing
- Metabolizing the experience of the supervisee
- Processing overwhelming and disturbing information
- Thinking together about the experience of being with the client.
- Creating a third.

**girls  
inc.**

**Girls Incorporated®  
of Alameda County**

Inspiring all girls to be  
strong, smart, and bold<sup>SM</sup>

CONTACT US  
(510) 357-5515  
[www.girlsinc-alameda.org](http://www.girlsinc-alameda.org)  
[info@girlsinc-alameda.org](mailto:info@girlsinc-alameda.org)