

Questions Asked During Live Webinar Broadcast on 12/4/2020



Engaging Learners in Online Supervision

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If the goal of supervision is developing the therapeutic relationship, how do you differentiate supervision from therapy?

A:

Thanks for this question. Clinical Supervision and personal psychotherapy have a different focus. Clinical Supervision is a trusting relationship that frequently addresses a supervisee's therapeutic issues. Identifying these issues and openly discussing how they are influencing the supervisee's counseling practice is different from therapy to resolve the issue. Frequently, supervisor's refer supervisee's to therapy. My rule of thumb is that if a personal issue appears two or more times, some personal therapy might be appropriate. As counselors and supervisors we are challenged to address anything that might cloud our therapeutic response.

I've worked for agencies where I have reported ethical and legal violations that were covered up. After I did, I felt like I was retaliated against. In the end I ended up leaving. How do you handle a situation like this when there is something unethical going on yet there is retaliation after it's reported?

A:

Thanks for this question. The NAADAC Code of Ethics is clear. If the agency does not adhere to the standards set forth in the Code of Ethics, reporting to the State Agency that governs the agency is the next step. However, any allegation must be supported with documentation for the oversight agency to be able to intervene. If there is a union in place, they can help protect staff from inappropriate treatment. Document, document, document!

Any suggestions on how a supervisee can approach their supervisor, if the supervisor isn't providing effective supervision or meeting the supervisee needs?

A:

Thanks for this good question. If the supervisory relationship is clear and open, asking for specific direction should be part of the process. However, the counselor is challenged to be respectful and clear when asking the supervisor for more effective supervision. If this request is not met, requesting enhanced supervision from the Manager of Supervisors would be the next step. Sometimes, requesting continuing education to address a specific issue can provide an opportunity for more in-depth discussion.