

What A Supervisor Is And Is Not

Exercise: Make a list of what you believe a Supervisor is, and then make another list of what you believe a Supervisor is not.

The word *supervisor* means to oversee another in training to become better at their performance. It implies that the supervisor has (a skill, knowledge, experience) something the individual in training does not have but needs.

Supervisors are (can include roles or skills): Mentors, practitioners, wise people, teachers, good examples, shepherd – leading by guiding.

Attributes of a Mentor are: good listener, caring & affirming, available, initiates, respectful, educator, unthreatened, courageous, coaching, professional, advocate, honest, confidential, boundary-conscious, sensitive to diversity, able to confront, self-aware.

Supervisors are not:

Masters

Micro-managers

Therapists

Clone-makers (one should not be trying to reproduce oneself)

Parents/Babysitters

Bosses