Overcoming Barriers to Effective Supervision

Dr. Janice Gasker, LCSW
Kutztown University of Pennsylvania
Agenda

- Elements of Human Service Supervision
- Barriers to Effective Supervision
- Resolving Barriers
Elements of Human Service Supervision

- Administration
- Education
- Support
Barriers to Effective Supervision

- Role Acceptance
  - Supervisor
  - Supervisee
  - Adult Learner

- Problems in Role Acceptance
  - Experience
  - Confidence
  - Emotional Vulnerability
How Barriers Play Out*

- “What did Freud Say About That?”
- “I Have a Whole List of Questions”
- “Friends Don’t Let Friends Fail”
- “Me and You Against the Agency”

Resolving Barriers

- Role Acceptance
- Setting Boundaries
- “I don’t know but I’ll find out.”
- Reasonable Requests the Supervisor Carried Out
- Use the Planned Change Process for Perspective
Parallel Process

- Self-Reflection
- Engagement
- Assessment
- Planning
- Implementation
- Evaluation
- Termination
- Follow-up