

Supervisee Feedback

Please share your feedback about your Supervisee's performance. All questions are optional.

Name of the Supervisee/Trainee:

Date:

Name of Supervisor:

Professionalism

1. Supervisee reliably arrives on time for meetings

- Always
- Most of the time
- Part of the time
- Never/rarely

2. Supervisee maintains appropriate demeanor

- Always
- Most of the time
- Part of the time
- Never/rarely

3. Supervisee greets everyone in the room upon arrival (e.g., supervisee, colleagues, clients and family, staff)

- Always
- Most of the time
- Part of the time
- Never/rarely

4. Supervisee remains respectful and maintains appropriate boundaries with all parties

- Always
- Most of the time
- Part of the time
- Never/rarely

5. Supervisee provides a reasonable amount of time when cancellations occur, except in the case of last minute emergencies

- Always
- Most of the time
- Part of the time
- Never/rarely

6. Supervisee refrains from reaching out to supervisor at inappropriate times (e.g., late at night) unless in the case of an emergency

- Disagree
- Neutral
- Agree

7. Supervisee keeps personal conversations during supervision meetings to a minimum

- Disagree
- Neutral
- Agree

Flexibility, Communication & Feedback

1. Supervisee is flexible and responsive to supervisor (e.g., answers e-mails in a timely manner)

- Disagree
- Neutral
- Agree

2. Supervisee takes opportunities to give input about topics (e.g., clients, programs, procedures)

- Disagree
- Neutral
- Agree

3. When discussing concerns/questions with supervisee, the dialogue is meaningful (instead of robotic-like responses for the sake of responding) and conversation flows with ease

- Disagree
- Neutral
- Agree

4. When you speak to your supervisee, they listen to you attentively and sensitively

- Disagree
- Neutral
- Agree

5. When you reach out to your supervisee, they respond to you in a timely manner (e.g., within 24 business hours)

- Disagree
- Neutral
- Agree

6. If your supervisee makes an error, they admit this error and are willing to correct it

Disagree

Neutral

Agree

7. You feel confident that you can reach out to your supervisee in case of emergencies

Disagree

Neutral

Agree

8. Supervisee seeks feedback and advice as needed

Disagree

Neutral

Agree

Preparation & Feedback

1. Supervisee receives feedback in a respectful manner

Disagree

Neutral

Agree

2. When disagreements arise, supervisee handles conflict respectfully

Disagree

Neutral

Agree

3. Supervisee asks questions as needed regarding feedback and programming material, in a timely manner (e.g., before implementing a program incorrectly)

Disagree

Neutral

Agree

4. Supervisee does not become visibly upset when you "question" something (e.g., programming, client progress, missing or late notes)

Disagree

Neutral

Agree

5. Supervisee applies feedback consistently and in a timely manner (e.g., by the next session, improvements are noticeable)

Disagree

Neutral

Agree

6. When supervisee is given a task to complete (e.g., session materials, updating graphs, fixing an error) he/she completes it in an appropriate manner

- Disagree
- Neutral
- Agree

7. Supervisee is knowledgeable about client(s) and can appropriately answer questions (e.g., information, conditions, procedures, programs)

- Disagree
- Neutral
- Agree

8. When you have questions about the supervisee's performance (e.g., their therapy style, the way they are implementing a program) supervisee is able to explain rationale for approach

- Disagree
- Neutral
- Agree

9. If your supervisee ever doesn't know the answer to a question, they admit this and ask for support as needed

- Disagree
- Neutral
- Agree

10. You feel as though you and your supervisee are team mates that work together for the greater good

- Disagree
- Neutral
- Agree

11. Through your time with your supervisee, it is visible that they have learned and can apply valuable skills

- Disagree
- Neutral
- Agree

12. You notice that supervisee is knowledgeable and prepared as a result of quality supervision

- Disagree
- Neutral
- Agree

13. Supervisee is knowledgeable and competent in the areas in which they work

- Disagree
- Neutral
- Agree

14. Supervisee makes you feel like they genuinely want to learn

- Disagree
- Neutral
- Agree

15. Supervisee makes you motivated to teach and mentor them – their presence is reinforcing to you, and they inspire you to be a better supervisor yourself

- Disagree
- Neutral
- Agree

16. Supervisee shows understanding of behavior analytic procedures and methods (e.g., reinforcement, extinction)

- Disagree
- Neutral
- Agree

Ethics

1. Supervisee is knowledgeable about the BACB's Code of Ethics

- Disagree
- Neutral
- Agree

2. Supervisee follows the standards set for him/her under the Code of Ethics

- Always
- Most of the time
- Part of the time
- Never/rarely

3. Supervisee displays ethical behavior when interacting with you

- Disagree
- Neutral
- Agree

4. Supervisee displays ethical behavior when interacting with others (e.g., clients, colleagues, staff members)

- Disagree
- Neutral
- Agree

5. Supervisee can identify if something is a possible violation

- Disagree
- Neutral
- Agree

6. Supervisee seeks for feedback to navigate ethical concerns and scenarios and you can both come to clear conclusions together

- Disagree
- Neutral
- Agree

7. Before supervision began, both you and your supervisee signed an agreement outlining the responsibilities of both parties

- Disagree
- Neutral
- Agree

8. Supervisee respects the nature, structure, expectations, and limitations of the supervisory-supervisee/trainee relationship

- Disagree
- Neutral
- Agree

Final thoughts and comments

1. Overall, how satisfied are you with your current supervisee's performance/improvement?

- Not satisfied
- Neutral
- Satisfied
- Extremely satisfied

2. Overall, how satisfied are you with the ethical behavior demonstrated by supervisee?

- Not satisfied
- Neutral
- Satisfied
- Extremely satisfied

3. What is your overall goal from supervision for your supervisee? What skills are you looking to help them gain/develop?

4. What would you like to see more of during your supervision sessions/meetings?

5. What is something your supervisee is doing right?

6. Any other feedback you'd like to give your supervisee:
