

INSTRUCTIONS:

You can use this form however you'd like!

- You can print it out
- You can distribute it electronically
- You can input the questions into an electronic survey (e.g., Google Forms, SurveyMonkey)
- I suggest trying to get feedback from an individual after approximately 6 months of working with them, at least, but that's up to your discretion
- Credit to me is not needed, but always appreciated!

Supervisor Feedback

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

Name of the Supervisor:

Date:

Name of Trainee (optional):

Professionalism

1. Supervisor reliably arrives on time for meetings

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

2. Supervisor maintains appropriate demeanor

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

3. Supervisor 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. Supervisor remains respectful and maintains appropriate boundaries with all parties

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

5. Supervisor 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. Supervisor 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. Supervisor keeps personal conversations during supervision meetings to a minimum

- Disagree
- Neutral
- Agree

Flexibility and Communication

1. Supervisor is flexible and responsive with your needs

- Disagree
- Neutral
- Agree

2. Supervisor makes you feel safe and accepted

- Disagree
- Neutral
- Agree

3. Supervisor recognizes your unique experiences and works with learning methods that are suitable for you

- Disagree
- Neutral
- Agree

4. Supervisor gives you opportunities to give in your input, listens to your concerns, and answers your questions

- Disagree
- Neutral
- Agree

5. When discussing your concerns/questions with your supervisor, you feel heard and the dialogue is meaningful (instead of robotic-like responses for the sake of responding)

- Disagree
- Neutral
- Agree

6. When you speak to your supervisor, they listen to you attentively and sensitively

- Disagree
- Neutral
- Agree

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

- Disagree
- Neutral
- Agree

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

- Disagree
- Neutral
- Agree

9. You feel confident that you can reach out to your supervisor in case of emergencies

- Disagree
- Neutral
- Agree

10. Supervisor is open to feedback about their own performance

- Disagree
- Neutral
- Agree

11. Supervisor does not become visibly upset when you "question" something (e.g., programming, client progress)

- Disagree
- Neutral
- Agree

12. When disagreements arise, supervisee handles conflict respectfully

- Disagree
- Neutral
- Agree

Quality and flow of supervision

1. Supervisor is organized and prepared for supervision meetings (e.g., lays out major talking points, has some sort of agenda)

- Disagree
- Neutral
- Agree

2. Supervisor summarizes and highlights the content and major talking points of the supervision session/meeting

- Disagree
- Neutral
- Agree

Ongoing support and training

1. When you have questions about anything regarding the client (information, conditions, procedures, programs) supervisor is consistently there for you

- Disagree
- Neutral
- Agree

2. When you encounter issues (with your work, understanding programs), your supervisor helps you understand and clarify the nature of these problems

- Disagree
- Neutral
- Agree

3. Your supervisor is able to provide you with clear information/answers regarding questions about legal, ethical, and procedural matters

- Disagree
- Neutral
- Agree

4. If your supervisor ever doesn't know the answer to a question, they admit this and tell you they will look into it or refer you to someone/an entity who could further assist you

- Disagree
- Neutral
- Agree

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

- Disagree
- Neutral
- Agree

6. Through your time with your supervisor, you feel that you have learned valuable skills

- Disagree
- Neutral
- Agree

7. Because of consistent and quality supervision, you feel prepared to work with your clients

- Disagree
- Neutral
- Agree

8. Your supervisor is knowledgeable and competent in the areas in which they work

- Disagree
- Neutral
- Agree

9. When observing clients directly, your supervisor models expected behavior and performance instead of just giving directions

- Always
- Most of the time
- Part of the time
- Never/rarely
- Not applicable (this supervisor does not observe me working directly with clients)

10. When providing feedback, supervisor is clear about what you are doing right

- Disagree
- Neutral
- Agree

11. When providing feedback, supervisor is clear about what you can do better, and how

- Disagree
- Neutral
- Agree

12. Supervisor makes you feel like they genuinely want to help you learn

- Disagree
- Neutral
- Agree

13. Supervisor makes you motivated to learn and to do your very best as a professional (they inspire you)

- Disagree
- Neutral
- Agree

Ethics

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

- Disagree
- Neutral
- Agree

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

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

3. Supervisor models ethical behavior when interacting with you

Disagree

Neutral

Agree

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

Disagree

Neutral

Agree

5. Supervisor explains if something is a possible violation

Disagree

Neutral

Agree

7. Supervisor helps you navigate ethical concerns and scenarios and you can both come to clear conclusions together

Disagree

Neutral

Agree

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

Disagree

Neutral

Agree

9. Supervisor clearly defines/defined the nature, structure, expectations, and limitations of the supervisory-supervisee/trainee relationship

Disagree

Neutral

Agree

10. Supervisor only assigns you tasks that are outside of your scope of practice to the best of their knowledge

Disagree

Neutral

Agree

Final thoughts and comments

1. Overall, how satisfied are you with your current supervisor?

Not satisfied

Neutral

Satisfied

Extremely satisfied

2. Overall, how satisfied are you with the quality of your supervision experience?

- Not satisfied
- Neutral
- Satisfied
- Extremely satisfied

3. Overall, how satisfied are you with the current mentoring you are being provided, and the progress of your own professional development?

- Not satisfied
- Neutral
- Satisfied
- Extremely satisfied

4. Overall, how satisfied are you with the ethical behavior demonstrated by supervisor?

- Not satisfied
- Neutral
- Satisfied
- Extremely satisfied

5. What is your overall goal from supervision? What skills are you looking to gain/develop?

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

7. What is something your supervisor is doing *right*?

8. Any other feedback you'd like to give your supervisor:
