

ESSENTIAL SUPERVISORY SKILLS/METHODS

METHOD	DESCRIPTION	PURPOSE
Supporting	Nurtures, encourages, grows, strengths, contains anxiety, and provides emotional support	Reduce anxiety; enables risk-taking; encourage honest reflection and introspection; allow for external confidence and support to be internalized
Instructing	Directly supplies knowledge and skill and directly/indirectly models purposefully and consistently	Provide clear guidance, course of action, and rationale in advance
Coaching	Conducts observations at scheduled intervals and provides effective feedback to improve performance	Establish authentic appraisal of actual practice; provide behaviorally specific clarity about what to continue doing, how to improve, and why
Thought Developing	Invites or calls forth discovery, inquiry, and problem-solving; opens up a new line of inquiry; asks exploratory and/or Socratic questions; facilitates connection to ethics, theories, evidence, and professional knowledge base	Promote reflection and integration of new perspectives or ways of thinking or making meaning; link to professional knowledge base; develop independent judgment
Administrating	Assigns work, sets goals, and sets standards; provides summative evaluation feedback that is fair, reasonable, and accurate, reviews and completes documents	Plan out the time arc or development from orientation, to assessment, to evaluation; monitor progress and development over time
Confronting	Helps to point out discrepancies, contradictions, and/or areas or concern which need attention; addresses unprofessional conduct; degrees of subtlety may vary	Develop supervisee insight when self-reflection fails; asserts standard of care and practice; protects consumers of social work services