

Supervision Questions Guide

The following questions are suggested as a useful guide for supervision sessions with students or registrars in organisational psychology programs.

Questions are divided into different topics which may or may not apply to every session. They are designed to serve as a guide only and you may like to use them as a basic checklist or add your own reflective questions.

This checklist has been adapted from Kathy Laverty's 'Supervision Questions Checklist', which features as a resource on the Australasian Association of Supervision (AAOS) website, <http://www.supervision.org.au/resources/>.

The following guide may also be useful for supervisors of other disciplines and can be further adapted as necessary.



"The scientific mind does not so much provide the right answers, as ask the right questions" – Claude Levi-Strauss

Introduction

- ❖ What would you like this session to focus on today?
- ❖ How will this benefit your client/organisation/placement?
- ❖ Tell me about your client/organisation/placement
- ❖ Are there any issues you would like to discuss?
- ❖ Of these issues/topics, which is of highest priority to discuss today?

Unpacking the Issues

- ❖ Who is most impacted by the issues you have identified?
- ❖ Who is your 'client' in this situation?
- ❖ What experience do you have of working with clients/issues of this nature?
- ❖ What have you tried that hasn't worked?
- ❖ What resources/knowledge/skills do you need to work effectively with this client/issue?
- ❖ Do you have any ethical concerns about the situation/issue? (see Ethical Issues below)

Reduction of Probability of Harm

- ❖ Do you think your client/anyone else is at risk?
- ❖ In what way are they at risk?
- ❖ Do you think you need to refer them on to appropriate services?
- ❖ What needs to occur in the interim?
- ❖ Do you have a strategy for preventing this situation in the future?

Ethical Issues

- ❖ What ethical issues do you think are present in this situation?
- ❖ Which aspects of the Code of Ethics might be relevant?
- ❖ What are your ethical obligations in this situation?
- ❖ Are there any legal considerations relevant to this situation?
- ❖ What will you do about these legal issues?
- ❖ Have you discussed this situation with anyone?

Increasing Developmental Direction

- ❖ What is the main thing you are taking away from this session?
- ❖ What did you learn about yourself/your client/the issue?
- ❖ What else do you think you need to learn about?
- ❖ Do you have a learning plan for your development as an organisational psychologist?
- ❖ How does what you learned from this session align with your learning plan?
- ❖ What would you like to learn/address in future sessions?
- ❖ What skills/knowledge/attributes do you feel you need to develop for your career as an organisational psychologist?

Concluding

- ❖ Have we met your expectations for this session?
- ❖ We have "X" time remaining, how do you want to use that time?
- ❖ How will you manage the outstanding issues that we have not had time to address?
- ❖ How do you incorporate self-care into your week?