Clinical Supervisor Competencies

Multiple Choice
Identify the choice that best completes the statement or answers the question.

1. **Introduction**
   Professional treatment for substance use disorders is a rapidly changing discipline with licensing and funding sources of all types expecting programs to use evidence-based practices in the delivery of treatment services.
   A. True
   B. False

2. Which of the following is NOT a true statement about professional substance abuse treatment organizations?
   A. New counselors working toward certification or licensure frequently have to go outside their agencies, and even outside the field of substance use disorder treatment, to obtain competent supervision
   B. As professional performance expectations increase, substance use disorder treatment agencies are experiencing an unprecedented workforce shortage
   C. Supervision time is limited in most agencies, and supervisory activities are frequently more clinical than administrative in nature.
   D. Direct clinical supervision of counselors, including performance observation, feedback, and mentoring is rarely a part of an agency’s staff development plan

3. When clinical supervisors understand the nature of the supervisor/supervisee relationship and exercise their responsibilities in a respectful, fair, and objective manner, it is likely that tension, discomfort, and conflict will never arise between the two.
   A. True
   B. False

4. Clinical supervision competencies categorized under performance domains include:
   A. Leadership and Critical Thinking
   B. Counselor Development and Professional and Ethical Standards
   C. Program Development and Quality Assurance
   D. Both B and C above

5. **Implementing Guidelines**
   Research indicates that the most productive systemic changes in supervisory practices within an organization are made by administrative order.
   A. True
   B. False

6. A significant amount of time is needed to implement an effective clinical supervision model and most agencies can expect to complete the initial change process within which time frame?
   A. Six months
   B. Twelve months
   C. Eighteen months
   D. None of the above

7. When implementing a program at the state level, a leader should be chosen to:
   A. Facilitate the achievement of objectives
   B. Troubleshoot when unanticipated problems arise
   C. Assess readiness to adopt a new model of clinical supervision
   D. All of the above

8. At the agency level, clinical supervisors are typically promoted to these positions based on their performance as clinicians or because they have advanced educational degrees but often do not have the proper training or skills for supervision.
9. **Foundation Areas**
The specific tasks, responsibilities, and roles of supervisors, based on agency mission, target population, theoretical model, treatment, modality, and general structure tend to be very similar among agencies in the substance abuse field.

A. True  
B. False

10. Which of the following is not a competency that falls under the category of theories, roles, and modalities of clinical supervision:

A. Understanding and reinforcing the complementary roles of members on a multidisciplinary team  
B. Being familiar with the literature regarding multiple learning strategies including instructions, demonstrations, role plays, and critiques  
C. Interpreting agency mission, policies, procedures, and critical events and effectively establishing a climate that promotes improvement and excellence in client care  
D. Being able to define the purpose of clinical supervision specific to the organization’s clinical and administrative contexts

11. Supervisorial leadership may be defined as a bidirectional social influence process in which supervisors seek voluntary participation of supervisees to achieve organizational goals, while providing leadership in the management structure of the agency.

A. True  
B. False

12. Recognizing that the supervisor-supervisee relationship develops over time and that the stage of relationship development influences the rules, roles, and expectations of the alliance in an important competency under the category of leadership.

A. True  
B. False

13. As part of the supervisory alliance, a supervisor must have a clear understanding of the nature and dynamics of this relationship as exhibited by:

A. Understanding the various contexts in which supervision is conducted  
B. Attending to cultural, racial, gender, age, and other diversity variables essential to a productive relationship  
C. Creating and maintaining an environment based on mutual respect, trust, and teamwork  
D. None of the above

14. Critical thinking refers to the cognitive processes of:

A. conceptualizing, analyzing, and applying information  
B. synthesizing, evaluating, and problem solving  
C. Both A and B Above  
D. None of the Above

15. Being familiar with and abiding by current principles, laws, ethical guidelines, and agency policies regarding personnel management is a critical step in assisting supervisees in honing their critical thinking skills.

A. True  
B. False

16. Clinical supervision is distinguished from administrative supervision in most models of supervisory practice, and the two rarely overlap in the real world.

A. True  
B. False
17. Counselor development and performance evaluation are integral to each other in that performance evaluation without a counselor development process would not necessarily lead to improved counselor proficiency and counselor development activities in the absence of performance evaluation would likely be untargeted, general, and of less value to the counselor.
A. True  B. False

18. When teaching, facilitating, collaborating, and supporting counselor self-efficacy, supervisors must:
A. follow professional, ethical, and legal guidelines and help supervisees develop skills of empathy specific to working with culturally diverse clients
B. avoid frequent rewards and recognition in order to maintain appropriate boundaries
C. Avoid direct supervisory activities so that supervisees can develop these activities on their own and increase self-confidence
D. None of the above

19. Learning about supervisee’s cultures, lifestyles, beliefs, and other key factors that may influence their job performance falls under the following performance domain:
A. Counselor Development
B. Professional and Ethical Standards
C. Program Development and Quality Assurance
D. Performance Evaluation

20. Ensuring that supervisors practice within their area of clinical and supervisory competency is a critical part of the counselor development domain.
A. True  B. False

21. Program development is the process of designing, implementing, monitoring, and improving a program’s activities to ensure maximum effectiveness and efficiency of services within the limitations of the agency and its operating environment.
A. True  B. False

22. Which of the following is NOT a program development and quality assurance competency?
A. Intervene immediately and take action as necessary when a supervisee’s job performance appears to present problems
B. Understand the balance between fidelity and adaptability when implementing new clinical practices
C. Solicit, document, and use client feedback to improve service delivery
D. Build and maintain relationships with referral sources and other community programs to expand, enhance, and expedite service delivery

23. It is a professional and ethical responsibility of clinical supervisors to regularly monitor the quality of supervisee’s performance, to facilitate improvement in supervisor’s clinical competence, and to assess readiness to practice with increased autonomy.
A. True  B. False

24. As part of the performance evaluation process, clinical supervisors should do all of the following EXCEPT:
A. Assess supervisee’s preferred learning style, motivation, and suitability for the work setting
B. Address and manage relational issues common to evaluation, including anxiety, disagreements, and full discussion of performance problems
C. Communicate agency expectations about the job duties and competencies, performance indicators, and criteria used to evaluate job performance
D. Select one source of quantitative and qualitative data, direct or indirect observations, or formal and informal methods of assessment to simplify the
25. Administrative functions within an agency must be managed separately from clinical functions in order to preserve the quality of services being delivered within that agency.
   A. True  
   B. False

26. **Appendix B  Professional Codes of Ethics Specific to Clinical Supervision**
The generally accepted limits of confidentiality—when harm to self or others is threatened, when the abuse of children, elders or disabled persons is suspected and in cases when the court compels the mental health professional to testify and break confidentiality—may be modified by state or federal statute.
   A. True  
   B. False

27. Any sexual, romantic, or intimate relationship is considered to be a violation in the Professional Code of Ethics for Clinical Supervisors. Sexual relationship means:
   A. Sexual conduct  
   B. Sexual harassment  
   C. Sexual bias toward a supervisee  
   D. All of the above

28. Which of the following is a true statement regarding the need for clinical supervision throughout a counselor’s career:
   A. It is not necessary to continue supervision when expertise in speciality area has been achieved  
   B. Supervision should be ongoing throughout one’s career  
   C. It is appropriate to end ongoing supervision once the required education and certification has been completed  
   D. None of the above

29. The primary obligation of the supervisor is to assist the supervisee in becoming licensed in a timely manner.
   A. True  
   B. False

30. Ideally supervisors will have multiple roles (e.g., teacher, clinical supervisor, administrative supervisor) with supervisees in order to assess the supervisees in a variety of situations.
   A. True  
   B. False

31. Supervisors should establish a psychotherapeutic relationship with their supervisee’s to ensure that personal issues are addressed on a regular basis as part of ongoing supervision.
   A. True  
   B. False

32. Supervisors should use the following prioritized sequence in resolving conflicts among the needs of the client, the needs of the supervisee, and the needs of the program or agency:
   A. Client welfare; relevant legal and ethical standards; agency service and administrative needs; supervisee welfare; supervisor welfare;  
   B. Relevant legal and ethical standards; client welfare; supervisee welfare; supervisor welfare; agency service and administrative needs  
   C. Client welfare; supervisee welfare; relevant legal and ethical standards; agency service and administrative needs; supervisor welfare  
   D. Supervisee welfare; relevant legal and ethical standards; client welfare; supervisor welfare; agency service and administrative needs