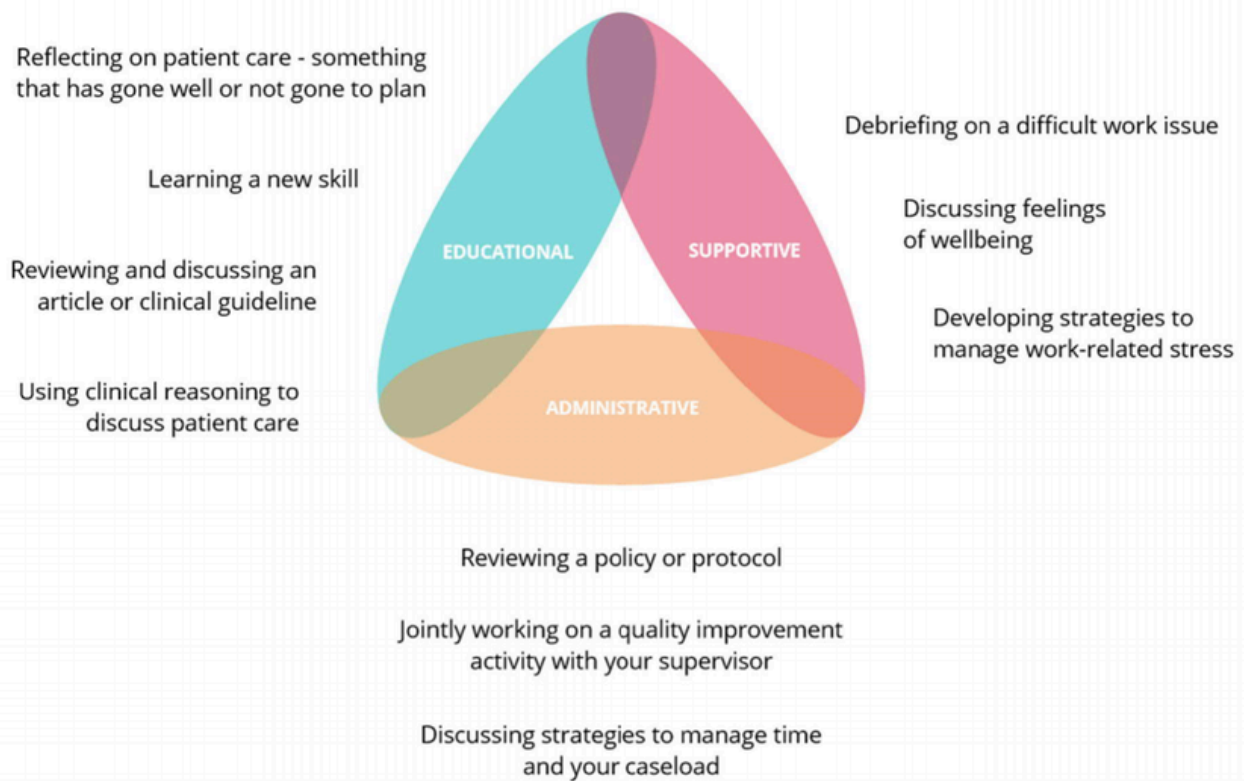


Proctor Model for clinical supervision

Questions for each function



Formative/Educational function

Clinical competencies are taught, explored, shared & practiced. The knowledge, skills & attitudes (KSA's) of the supervisee are enhanced

Supportive/Restorative function

This function is a weapon against burnout. It supports emotional processing, reflection & self-care whilst supporting personal & professional growth.

Normative/Administartive function

This function is about quality assurance of the worker. Practice is kept in line with professional ethics & norms, as well as evidence that exists for effectiveness

Function-Formative/Education questions

This is the function where clinical competencies are taught, explored, shared & practiced. The knowledge, skills & attitudes, (KSA's) of the supervisee are enhanced

Reflection on practice question examples

1. What specific skills or techniques did you use in this session? How did you select those skills or techniques?
2. Can you describe a moment in the session when you felt uncertain? What did you do?
3. What feedback did you receive from the client (verbal or non-verbal), and did this change your approach?
4. What other skills & knowledge could support you in future?

Think of some other questions....

5. _____

6. _____

7. _____

Goals & objectives question examples

1. What are your learning goals for supervision? Why is this important to you now?
2. How do you think supervision is currently aligning with your developmental objectives?
3. What skills are you using out of habit? Are there other skills & knowledge you would like to acquire? For what purpose?

Think of some other questions....

4. _____

5. _____

6. _____

Function-Formative/Education questions

This is the function where clinical competencies are taught, explored, shared & practiced. The knowledge, skills & attitudes, (KSA's) of the supervisee are enhanced

Critical thinking question examples

1. What alternative approaches could you have taken in this situation?
2. How did you assess the effectiveness of your interventions?

Think of some other questions....

3. _____

4. _____

Professional growth question examples

1. What aspects of your clinical practice do you feel proud of?
2. What areas do you identify as needing improvement? How would you like to address or approach this?
3. What alternate approaches do you think you could have taken in this situation?

Think of some other questions....

4. _____

5. _____

Ethical consideration question examples

1. Did you encounter any ethical dilemmas during the session? How did you approach them?
2. How do you ensure your practice remains aligned with ethical guidelines & practice standards

Think of some other questions....

3. _____

4. _____

Function-Formative/Education questions

This is the function where clinical competencies are taught, explored, shared & practiced. The knowledge, skills & attitudes, (KSA's) of the supervisee are enhanced

Client -centred focus

1. How did you ensure that your clients' needs were central to your practice?
2. In what ways did you adapt your approach based on the client's feedback & needs?

Think of some other questions....

3. _____

4. _____

Skill development question examples

1. What specific skills would you like to focus on in our next session?
2. How can I support you to develop these skills?

Think of some other questions....

3. _____

4. _____

Supervision process question examples

1. What aspects of the supervision process do you find most helpful?
2. How can I better support your learning & development in our future sessions?

Think of some other questions

3. _____

4. _____

Function-Normative/Administrative questions

This function is about quality assurance of the worker. Practice is kept in line with professional ethics & norms, as well as evidence that exists for effectiveness

Professional standards question examples

1. Can you identify any changes in policies, professional standards or guidelines (ie DFFH) that impact your work?
2. How do you stay up to date with professional standards that are required for your role?

Think of some questions

3. _____

4. _____

Ethical practice question examples

1. Have you identified any work with clients that does not align with your values or ethics?
How have you approached this dilemma?
2. How do you handle challenges that may pose ethical challenges?

Think of some questions

3. _____

4. _____

Accountability question examples

1. Can you think of a time when you faced a challenge in meeting your role responsibilities? How did you address it?
2. What measures do you have in place to track your compliance with required documentation and reporting?

Think of some questions

3. _____

4. _____

Function-Normative/Administrative questions

This function is about quality assurance of the worker. Practice is kept in line with professional ethics & norms, as well as evidence that exists for effectiveness

Quality of care question examples

1. How do you assess the quality of care you provide to clients?
2. What steps do you take to ensure continuous improvement in your practice?
3. How do you stay updated on best practices in the AOD Field?

Think of some questions

4. _____

5. _____

Risk Management question examples

1. What strategies do you use to identify & mitigate risk in your practice?
2. Have you encountered any situations that required you to escalate concerns about client safety?

Think of some questions

3. _____

4. _____

Reflection on Policies question examples

1. How familiar are you with current policies affecting our practice? How do you prioritise time to stay updated regarding changes?
2. What challenges do you face in adhering to these policies, and how can WE address this?

Think of some questions

3. _____

4. _____

Function-Normative/Administrative questions

This function is about quality assurance of the worker. Practice is kept in line with professional ethics & norms, as well as evidence that exists for effectiveness

Feedback & Evaluation question examples

1. How do you incorporate feedback from peers, supervisors & managers into your practice?
2. What criteria do you use to evaluate your performance?

Think of some questions

Notes- This is the function in CS that can easily become blurred with the operational supervision administrative function. How will I ensure that quality assurance of the supervisee is central to clinical supervision & NOT organisational needs?

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

Function-Supportive/Restorative questions

This function is a weapon against burnout. It supports emotional processing, reflection & self-care whilst supporting personal & professional growth.

Emotional well-being question examples

1. How are you feeling about your workload & responsibilities right now?
2. What aspects of your work have been particularly difficult or stressful for you lately?

Think of some questions

3. _____

4. _____

Coping strategies question examples

1. What strategies do you use to manage stress and protect your mental & emotional wellbeing?
2. Can you describe a recent experience where you felt overwhelmed? How did you cope with it?

Think of some questions

3. _____

4. _____

Support needs question examples

1. In what areas do you feel you need more support from me or the team?
2. How can I support/assist you in balancing your personal & professional responsibilities?

Think of some questions

3. _____

4. _____

Function-Supportive/Restorative questions

This function is a weapon against burnout. It supports emotional processing, reflection & self-care whilst supporting personal & professional growth.

Reflecting on strengths question examples

1. What strengths do you possess and drawn upon in recent challenging situations?
2. Can you identify a recent success that made you feel accomplished?

Think of some questions

3. _____

4. _____

Building resilience question examples

1. How do you typically respond to setbacks or challenges in your work?
2. Have you seen any changes recently in the way you respond? Are there some changes you need to make?

Think of some questions

3. _____

4. _____

Life-Work Balance question examples

1. How do you prioritise self-care in your daily routine?
2. Are there boundaries you need to set or re-establish to protect your personal time?

Think of some questions

3. _____

4. _____

Function-Supportive/Restorative questions

This function is a weapon against burnout. It supports emotional processing, reflection & self-care whilst supporting personal & professional growth.

Collaborative support question examples

1. How can we create a more supportive environment as a team?
2. Are there specific colleagues that you feel you can rely on for support?

Think of some questions

3. _____

4. _____

Feedback & affirmation question examples

1. What type of feedback or recognition do you find most helpful?
2. How do you like to acknowledge or celebrate successes, big or small?

Think of some questions

3. _____

4. _____

Future aspirations question examples

1. What are your goals for personal or professional growth?
2. How can help you to achieve your goals whilst maintaining your wellbeing?

Think of some questions

3. _____

4. _____