

**RIVER VALLEY HEALTH
CLINICAL AND HEALTH PSYCHOLOGY POSTDOCTORAL PROGRAM**

Postdoctoral Fellow Evaluation of Supervisor

Fellow: _____ Supervisor: _____

Site: _____ Date: _____

Evaluation (circle): First Trimester Second Trimester End-Year

Please review each category and specific item on the following pages and rate according to the scale following each item. There are several examples under each item; these are provided to help you focus your assessment of skill level. However, they are not meant to be a comprehensive list of skills or to imply that supervisors need to be effective in all areas at the same level. The final rating should represent an aggregate across several skills represented by the main statement of each item. Not every item will be relevant to your setting; you can check "Not applicable" as needed. There are five categories: Aspects of the Supervisory Relationship, Facilitation of Training Experience, Mentoring, Treatment Team Interactions and Functioning, and Cultural and Individual Diversity.

Please discuss your feedback with your supervisor(s), along with his or her feedback about you. In the feedback, it is helpful to give specific examples if you have concerns or suggestions for change. It is also helpful to give clear examples of what you think the supervisor does well.

Aspects of the Supervisory Relationship

1. Supervisor facilitates the establishment and maintenance of a collaborative supervisory relationship; Clearly discusses expectations regarding the supervisory relationship, openly invites comments about the quality of the supervisory relationship on an ongoing basis, responds to your feedback in a non-defensive manner.

Unsatisfactory			Satisfactory		Excellent	DK/NA
1	2	3	4	5		

Comments:

2. Supervisor demonstrates empathy, respect, and understanding of supervisee's experiences; Understands your stated needs in an open manner, despite the limitations of the setting, respects your boundaries/privacy, demonstrates empathic understanding of personal and interpersonal struggles related to the demands of the training program, demonstrates sensitivity and respect regardless of the supervisee's cultural/individual background.

Unsatisfactory		Satisfactory		Excellent	DK/NA
1	2	3	4	5	

Comments:

3. Supervisor is physically and emotionally available for supervision; Collaborates to schedule an adequate amount of time for supervision, is available and accessible when you need help, including impromptu consultations and crises, helps you establish alternative sources of consultation when unavailable or when specialty consultation is indicated, participates actively during supervision sessions, communicates enthusiasm about and commitment to supervision.

Unsatisfactory		Satisfactory		Excellent	DK/NA
1	2	3	4	5	

Comments:

4. Supervisor is amenable to working through conflicts, disagreements, or differences in opinions with supervisee; Supervisor openly addresses conflicts or problems in a constructive manner, when conceptual disagreements arise, negotiates them in a nonjudgmental way, if an impasse occurs, arranges for mediation to facilitate conflict resolution.

Unsatisfactory		Satisfactory		Excellent	DK/NA
1	2	3	4	5	

Comments:

Facilitation of Training Experience

1. Works with you to reach the training goals in your clinical setting: Provides clear expectations for your role and performance, helps you identify your own training needs and goals for the rotation, assists in meeting your training goals.

Unsatisfactory		Satisfactory		Excellent	DK/NA
1	2	3	4	5	

Comments:

2. Provides feedback on your performance that helps you to develop your clinical skills: Helps you identify your specific strengths and competencies, feedback on your performance and written work is constructive and specific, facilitates your accurate self-assessment (e.g., skill level, limits of competence, need for consultation, interpersonal interactions, diversity issues, other "blind spots")

Unsatisfactory		Satisfactory		Excellent	DK/NA
1	2	3	4	5	

Comments:

3. Provides supervision and guidance in all stages of the treatment process: Helps prepare you for various types of patients, clinical problems, and staff relationships at your training setting, helps you with case conceptualization, treatment planning, and working through clinical impasses in treatment, helps you to recognize your emotional responses to the clinical process and address personal issues that may interfere with clinical effectiveness, helps you to understand and address termination issues, discusses legal and ethical standards in clinical work and helps you to apply this knowledge in clinical situations, familiarizes you with your role in the system and with patient resources

Unsatisfactory		Satisfactory		Excellent	DK/NA
1	2	3	4	5	

Comments:

4. Helps you to integrate and apply theory and research literature in your clinical work: Directs you to consider theory and research literature to enrich your clinical understanding (e.g.,

with suggested readings, in supervision, from other consultants), facilitates discussion and integration of theoretical perspective(s) in your clinical understanding, is open to discussing theoretical perspectives that differ from her/his own, challenges you to demonstrate your own understanding of clinical situations, interpersonal difficulties, and intervention strategies

Unsatisfactory		Satisfactory		Excellent	DK/NA
1	2	3	4	5	

Comments:

5. Enhances development of your professional identity: Encourages development of your own professional identity and style, encourages you to develop independence and self-confidence as a professional, assists in clarifying your readiness (skill level, emotional readiness) to pursue your own training and career goals

Unsatisfactory		Satisfactory		Excellent	DK/NA
1	2	3	4	5	

Comments:

Mentoring

1. The supervisor models professional behavior: The supervisor acts ethically and facilitates discussion of ethical issues, demonstrates flexibility and tolerance of ambiguity, problem-solves effectively, collaborates constructively with referral sources, other staff and outside professionals, models respect and empathy for all patients and their problems, communicates a coherent, well-integrated model of intervention and/or an assessment approach, acknowledges and explores diversity issues and perspectives

Unsatisfactory		Satisfactory		Excellent	DK/NA
1	2	3	4	5	

Comments:

2. The supervisor provides the postdoc with opportunities for socialization to the field of psychology: The supervisor encourages professional activities such as attending conferences, conducting research, and publishing, assists the postdoc with clarifying professional and career goals, facilitates networking/introduction to other professionals

Unsatisfactory		Satisfactory		Excellent	DK/NA
1	2	3	4	5	

Comments:

Treatment Team Interactions and Functioning

1. The supervisor facilitates the Postdoctoral Fellow's understanding of the team's functioning and interpersonal interactions: The supervisor helps the Postdoctoral Fellow understand the role of both the supervisor and the Fellow within the context of the team, helps the Fellow learn about the role of team members from professions other than psychology, can describe the development of the team and/or team interactions in a way that is beneficial for the Fellow in working with team members

Unsatisfactory		Satisfactory		Excellent	DK/NA
1	2	3	4	5	

Comments:

2. The supervisor helps the Postdoctoral Fellow develop skills for working well within the team: The supervisor helps the Fellow develop his/her particular role within the team, helps the Fellow find ways to work collaboratively with team members of other professions in order to learn from them and become more fully integrated into the team, helps the Fellow deal with conflicts or problems he/she experiences in team interactions, demonstrates how to communicate with other team members in a way that conveys understanding of their point of view and does not use excessive psychological jargon

Unsatisfactory		Satisfactory		Excellent	DK/NA
1	2	3	4	5	

Comments:

3. The supervisor utilizes the team context to enhance treatment planning: The supervisor offers recommendations/suggestions about treatment that increase the likelihood that patients are well-served by the team in this setting, facilitates team interactions to help team members function in a collaborative, inter-professional way that enhances treatment for patients

Unsatisfactory		Satisfactory		Excellent	DK/NA
1	2	3	4	5	

Comments:

Cultural and Individual Diversity

1. The supervisor exhibits knowledge of and respect for cultural and individual diversity in clinical intervention: The supervisor has respect for diversity and at least basic awareness of providing culturally competent services, is aware of his/her limitations of knowledge of cultural and individual diversity, is helpful in seeking out additional information about diverse groups and effective therapeutic interventions with patients of different backgrounds when relevant to the supervisee's cases or training needs, models the process of consultation with colleagues about diversity issues when needed, is aware of own struggles with persons of different backgrounds, is aware of his/her own cultural identity, world view, and value system that is brought to clinical work

Unsatisfactory

1

2

Satisfactory

3

4

Excellent

5

DK/NA

Comments:

Please describe your experience of the training site, including:

Strengths with regard to your particular training experience and overall in providing treatment:

Weaknesses with regard to your particular training experience and overall in providing treatment:

Signatures:

Fellow

Supervisor