Assumption About Supervision  
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I view supervision as a developmental process aiming at providing clinical and professional guidance and support to less experienced therapists. One of the goals of supervision is to nurture and facilitate the therapist’s professional growth. I strongly believe that supervision is more than instructing supervisees what to say in sessions, but more importantly, to provide an environment in which they can start their own critical thinking which leads to the birth of their own therapy styles.

A supervisory relationship usually starts from a hierarchical position, with the supervisor passing on clinical knowledge and skills to supervisees. At this initial stage it is critical that a warm and encouraging learning environment is provided. Equally important is to provide specific guidance, including explaining applications of clinical approaches, helping design clinical interventions, and teaching clinical techniques and their modification in various family constellations and situations. At the middle stage of supervision, supervisees are likely to have gained important clinical knowledge and skills and are eager to work more independently. The supervisor should encourage supervisees to come up with their own case conceptualizations. This is also an important stage for supervisees to explore various clinical models further and integrate them into their own style. Toward the end of the supervision, a more collegial and less hierarchical relationship should be formed and the supervisee’s clinical opinion should be fully recognized and respected.

Within appropriate boundaries, the supervisor also bears the responsibility to facilitate personal growth in supervisees. Assisted with a good understanding of how personal issues may play out in therapy rooms, the supervisor should help supervisees recognize relevant issues that may affect the process and outcome of therapy. It is also important to help them understand that families live in various social and cultural contexts that uniquely impact them.