

Multicultural Supervision Inventory (MSI)

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This questionnaire is intended to evaluate the quality of multicultural supervision. If you have had a supervisor that is culturally or racially different from you, complete this questionnaire with respect to this particular supervisor.

Your ethnic/racial identity: _____

Your supervisor's ethnic/racial background: _____

Your gender: _____ Your supervisor's gender: _____

What was the nature of the clinical site where this supervision took place?

How long ago? _____ How long were you with this supervisor? _____

What was the level of your clinical training then with this supervisor?

On the basis of your experience and observation, please rate the following statements in a way that most clearly reflects your opinion about this supervisor, according to the following scale:

1	2	3	4	5
Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

I. Attitudes and Beliefs

- 1. Demonstrates openness and respect for culturally different supervisees. _____
- 2. Recognizes the limitations of models and approaches based on Western assumptions in working with culturally different individuals. _____
- 3. Recognizes that what is inappropriate from the standpoint of the majority culture may be appropriate for some minority cultures. _____
- 4. Dismisses the importance of cultural assumptions in counselling and supervision. _____

5. Does not pay any attention to the demographics of supervisees. _____
6. Has made statements that suggest a racist attitude. _____
7. Does not seem to be aware of the existence of unintentional racism. _____
8. Does not seem to be aware of own implicit cultural biases in counselling and supervision. _____
9. Does not seem to be aware of own limitations in working with culturally different supervisees or clients. _____
10. Respects the worldview, religious beliefs and values of culturally different supervisees. _____
11. Has never mentioned that race is an important consideration in supervision and counselling. _____
12. Believes that contemporary models and approaches of counselling are equally generalizable to ethnic minorities. _____
13. Exhibits a respect for other cultures without overly identifying self with minority culture or being paternalistic. _____
14. Demonstrates an interest in learning about other cultures. _____
15. Acknowledges that his or her own life experiences, values and biases may influence the supervision process. _____

II. Knowledge and Understanding

1. Displays an understanding of how culture, ethnicity, and race influence supervision and counselling. _____
2. Demonstrates an understanding of the problem of racial stereotyping in supervision and counselling. _____
3. Demonstrates a familiarity with the values systems of diverse cultural groups. _____
4. Knows that biases and assumptions of Western counselling models can have a negative effect on culturally different supervisees and clients. _____
5. Shows some knowledge about the cultural traditions of various ethnic groups. _____
6. Understands my culture and value system. _____

7. Knows something about how gender, socioeconomic status and religious issues are related to minority status. _____
8. Understands why minority students and clients often distrust authority figures representing the dominant culture. _____
9. Understands the world views of supervisees and clients from other cultures. _____

III. Skills and Practices

1. Is able to avoid racial stereotypes by take into account both the uniqueness of individuals as well as the known characteristics of the culture. _____
2. Considers supervisees' cultural and linguistic backgrounds in giving them feedback and evaluation. _____
3. Has used expressions that are offensive to minorities. _____
4. Shows sensitivity in supervising culturally different trainees. _____
5. Encourages discussion of cultural and racial influences in counselling and supervision. _____
6. Shows a commitment to learning and enhancing own multicultural competence in supervision and counselling. _____
7. Knows how to adapt knowledge of cultural differences to supervision and counselling. _____
8. Recognizes the value of methods and approaches of help-giving that are different from Western practices. _____
9. Recognizes individual differences in ethnic/racial identity. _____
10. Is very rigid and dogmatic regarding what constitutes the proper approach of counselling. _____
11. Negatively evaluates supervisees who do not conform to supervisor's own theoretical orientation and approach of counselling. _____
12. Communicates effectively with culturally different supervisees at the both verbal and non-verbal levels. _____
13. Is flexible in adjusting his/her supervisory style to culturally different supervisees. _____

14. Criticizes culturally different students when they use direct and structured approaches in counselling their clients. _____
15. Demonstrates sensitivity to conflicts between the generic characteristics of counselling and the values of different cultural groups. _____
16. Takes into account cultural biases in assessments and clinical judgments. _____
17. Makes use of every opportunity to increase supervisees' multicultural competence in counselling. _____
18. Assists supervisees in formulating culturally appropriate assessment and treatment plans. _____
19. Takes into account racial biases and sociopolitical implications in counselling and supervision. _____
20. Is willing to consult or refer to resources available in ethnocultural communities. _____
21. Demonstrates competence in a wide variety of methods of assessment and interventions, including non-traditional ones. _____
22. Is able to clarify presenting problems and arrives at culturally relevant case conceptualization with clients from different cultural backgrounds. _____
23. Is able to develop culturally appropriate treatment plans for clients from different cultural backgrounds. _____

IV. Relationship

1. Is able to clarify the ambiguity and expectations of roles in a cross-cultural supervisory relationship. _____
2. Is able to reduce my defensiveness, suspicions and anxiety about having a supervisor from a different culture. _____
3. Has a tendency to abuse supervisory power (i.e., imposes view on supervisees). _____
4. Actively interacts with minority students outside of counselling and classroom settings. _____
5. Provides guidance to international students and new immigrants to facilitate their acculturation. _____
6. Makes supervisees feel safe to share their difficulties and concerns. _____

7. Gives emotional support and encouragement to minority students. _____
8. Makes an effort to establish a relationship of trust and acceptance with culturally different supervisees. _____
9. Actively seeks to reduce cultural biases and discriminatory practices. _____
10. Shows no interest in understanding my cultural background and ethnic/racial heritage. _____
11. Welcomes my input even when I express different views and values. _____
12. Shows unconditional acceptance of all supervisees, regardless of their race, ethnicity and culture. _____
13. Cares about the welfare of supervisee and client. _____
14. Is willing to advocate for minorities who experience institutional discrimination. _____
15. Is able to relate to culturally different supervisees, while maintaining own cultural values. _____
16. Is able to integrate own beliefs, knowledge and skills in forming relationships with culturally different supervisees. _____
17. Shows an interest in helping minority students overcome systemic and institutional barriers. _____
18. Makes an attempt to understand and accommodate culturally different supervisees. _____
19. Is able to overcome cultural and linguistic barriers in working with minority students and clients. _____