

The Supervision Functions Questionnaire (SFQ)

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Supervisor: _____ Site: _____

The following instrument is to evaluate practicum and internship supervisors. It is helpful to evaluate students' experience and perception of their clinical supervisors.

Evaluation serves two useful purposes: (1) to monitor the quality of supervision as experienced by students, (2) to provide feedback to the supervisors so that they can benefit from student input.

It is important that you complete this questionnaire thoughtfully and honestly. Your responses will be kept anonymous. The following items represent some of the functions of clinical supervision. Please use the 5-point scale to indicate how well each of these functions describes your current or most recent supervisor:

| 1 | 2 | 3 | 4 | 5 |
|---|---|---------------------------------|--|---|
| Never descriptive of my supervisor (or very infrequently) | Occasionally descriptive of my supervisor | Descriptive of my supervisor | Usually descriptive of my supervisor | Perfectly descriptive of my supervisor (or almost always) |

Professional Functions

1. Providing timely and helpful feedback 1 2 3 4 5
2. Giving honest but constructive evaluation 1 2 3 4 5
3. Confronting me with my mistakes or lapses 1 2 3 4 5
4. Helping me overcome my defensiveness 1 2 3 4 5
5. Coaching me on professional/legal issues 1 2 3 4 5
6. Providing a good role model for the profession 1 2 3 4 5
7. Modelling difficult clinical skills for me 1 2 3 4 5

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|-----|--|---|---|---|---|---|
| 8. | Demonstrating new clinical skills | 1 | 2 | 3 | 4 | 5 |
| 9. | Encouraging autonomy while providing necessary direction | 1 | 2 | 3 | 4 | 5 |
| 10. | Encouraging me to understand my own strengths and weaknesses | 1 | 2 | 3 | 4 | 5 |
| 11. | Challenging me to develop and use new skills | 1 | 2 | 3 | 4 | 5 |
| 12. | Challenging me to develop my own model and style of counselling | 1 | 2 | 3 | 4 | 5 |
| 13. | Challenging me to mature professionally | 1 | 2 | 3 | 4 | 5 |
| 14. | Demonstrating a high level of clinical competence (i.e., intervention, case conceptualizing, etc.) | 1 | 2 | 3 | 4 | 5 |
| 15. | Demonstrating a high level of clinical competence in integrating theory, research with clinical practice | 1 | 2 | 3 | 4 | 5 |
| 16. | Demonstrating a high level of competence in dealing with ethical/legal issues | 1 | 2 | 3 | 4 | 5 |
| 17. | Advising me on how to avoid the pitfalls of beginning counsellors | 1 | 2 | 3 | 4 | 5 |
| 18. | Helping me get acculturated to different clinical settings | 1 | 2 | 3 | 4 | 5 |
| 19. | Making time for me for advising and consultation | 1 | 2 | 3 | 4 | 5 |
| 20. | Introducing me to important people in the field | 1 | 2 | 3 | 4 | 5 |
| 21. | Encouraging me to go to conferences or workshops | 1 | 2 | 3 | 4 | 5 |
| 22. | Giving me practical tips on how to succeed as a counsellor | 1 | 2 | 3 | 4 | 5 |
| 23. | Serving as a good resource person | 1 | 2 | 3 | 4 | 5 |
| 24. | Teaching me all sorts of things about counselling and psychology | 1 | 2 | 3 | 4 | 5 |
| 25. | Sharing with me his/her professional experience and wisdom | 1 | 2 | 3 | 4 | 5 |
| 26. | Standing by me and protecting me when I get into difficulties | 1 | 2 | 3 | 4 | 5 |

Psychosocial Functions

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|-----|---|---|---|---|---|---|
| 1. | Providing emotional support | 1 | 2 | 3 | 4 | 5 |
| 2. | Providing practical support | 1 | 2 | 3 | 4 | 5 |
| 3. | Accepting me the way I am | 1 | 2 | 3 | 4 | 5 |
| 4. | Encouraging my efforts | 1 | 2 | 3 | 4 | 5 |
| 5. | Affirming and validating me | 1 | 2 | 3 | 4 | 5 |
| 6. | Respecting my values and views | 1 | 2 | 3 | 4 | 5 |
| 7. | Respecting my cultural heritage | 1 | 2 | 3 | 4 | 5 |
| 8. | Respecting my opinions even when he or she disagrees with me | 1 | 2 | 3 | 4 | 5 |
| 9. | Listening to me with empathy | 1 | 2 | 3 | 4 | 5 |
| 10. | Caring about my well-being | 1 | 2 | 3 | 4 | 5 |
| 11. | Caring about me as a person | 1 | 2 | 3 | 4 | 5 |
| 12. | Sharing with me openly his or her feelings | 1 | 2 | 3 | 4 | 5 |
| 13. | Inspiring me to grow as a person | 1 | 2 | 3 | 4 | 5 |
| 14. | Empowering me to pursue my dreams | 1 | 2 | 3 | 4 | 5 |
| 15. | Establishing a relationship of mutuality and trust | 1 | 2 | 3 | 4 | 5 |
| 16. | Providing a safe environment for me to talk about my anxieties | 1 | 2 | 3 | 4 | 5 |
| 17. | Treating me as a friend and a colleague | 1 | 2 | 3 | 4 | 5 |
| 18. | Showing interest in my future plans | 1 | 2 | 3 | 4 | 5 |
| 19. | Enjoying interacting with me | 1 | 2 | 3 | 4 | 5 |
| 20. | Giving me counselling and advice whenever I need it | 1 | 2 | 3 | 4 | 5 |
| 21. | Willing to invest time and energy in helping me | 1 | 2 | 3 | 4 | 5 |
| 22. | Relating to me in a genuine and honest way | 1 | 2 | 3 | 4 | 5 |
| 23. | Demonstrating sensitivity to my needs and feelings | 1 | 2 | 3 | 4 | 5 |
| 24. | Providing a role model of being an authentic and caring person | 1 | 2 | 3 | 4 | 5 |
| 25. | Delighting in passing on his or her experience and wisdom to me | 1 | 2 | 3 | 4 | 5 |
| 26. | Expressing confidence in me and in my potential | 1 | 2 | 3 | 4 | 5 |