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:

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<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
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<tbody>
<tr>
<td></td>
<td>Never descriptive of my supervisor (or very infrequently)</td>
<td>Occasionally descriptive of my supervisor</td>
<td>Descriptive of my supervisor</td>
<td>Usually descriptive of my supervisor</td>
<td>Perfectly descriptive of my supervisor (or almost always)</td>
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**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
8. Demonstrating new clinical skills
9. Encouraging autonomy while providing necessary direction
10. Encouraging me to understand my own strengths and weaknesses
11. Challenging me to develop and use new skills
12. Challenging me to develop my own model and style of counselling
13. Challenging me to mature professionally
14. Demonstrating a high level of clinical competence (i.e., intervention, case conceptualizing, etc.)
15. Demonstrating a high level of clinical competence in integrating theory, research with clinical practice
16. Demonstrating a high level of competence in dealing with ethical/legal issues
17. Advising me on how to avoid the pitfalls of beginning counsellors
18. Helping me get acculturated to different clinical settings
19. Making time for me for advising and consultation
20. Introducing me to important people in the field
21. Encouraging me to go to conferences or workshops
22. Giving me practical tips on how to succeed as a counsellor
23. Serving as a good resource person
24. Teaching me all sorts of things about counselling and psychology
25. Sharing with me his/her professional experience and wisdom
26. Standing by me and protecting me when I get into difficulties
Psychosocial Functions

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