



The Value of Meaningful Supervision and the Impact on Clients

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My Background

- Clinical Case Manager at Fresno State
- Supervise both undergraduate and graduate students
- Former Adjunct Faculty & Medical Social Worker
- Raised in San Francisco
- Social work is not my first career
- Mom of 2 firemen (like social work...putting out fires)

Why I chose this topic

- Meaningful field experiences
- My professional identity developed out of meaningful supervision

- Merced County Mental Health Youth Services
- Fresno State Outreach
- Children's Hospital



Children's Hospital 2006

Meaningful does not mean...

- Without challenges
- Without mistakes
- Without disappointments & frustration

- Those experiences add to the “meaningful supervision” if there is a trusting relationship that creates an environment where supervisees can discuss difficulties in practice without censure

Pre-Placement Anxieties

- Student's have pre-placement anxieties and trepidations
- They need help with ...
 - Negative emotions
 - Low self confidence

These can impact the quality of learning and can begin long before they are accepted as your intern. How can we assess for this and provide support at that time?

Student's Appreciate...

- Learning from the experienced professional
 - Feedback on their skill development
 - Opportunity to process what is happening
- ❖ Skill development through **quality opportunities** is a solid approach



Sexual Assault Awareness Month Event
2018

Supervision Structure

1. Content
2. Individual vs./and Group Supervision
3. Relationships with other colleagues
4. Pedagogy – methods/theoretical framework

My approach is Humanistic in large part because of my field supervision

Humanistic means developing the “whole student” with an emphasis on the emotional aspects of the student

Giving Feedback

- Systematic (think IPT)
- Timely
- Clear (written and verbal)
- An invitation to dialogue
- Active listening (think tardiness and absence)
- Modeling (opposed to an authoritative style)

Holistic Growth

- Management of emotions
- Modeling a healthy work/life balance
- Developing **adaptive** and **flexible** qualities
- Work styles, personality types and lived experience influence how we supervise
- Encourage reflection and personal growth (journaling)
- Discuss fears and build on their strengths (safe space)

Benefits for Field Instructors

- Reduce risk of ethical and legal issues
- Creates an opportunity for our own personal growth
- Supervision can assist in preventing burnout
- Contributes to a sense of legacy
- Makes us more responsible – time manage, meet deadlines (IPT)
- Develops lasting relationships

Cross cultural supervision

- Integrating social justice and cultural competence
- Respecting clients and supervisees cultural values while trying to maintain agency expectations
- Understanding the larger macro institutional underpinnings of gender, race, power and privilege and how they enter into supervisory exchanges.

Lipscomb & Ashley, 2017



Meaningful Supervision and the Impact on Clients

- Morale/Energy
- Parallel Process
- Feeling “part of” and “contributing”
- Better outcomes based on best practices
- Modeling
- Healthy expectations
- An overall more cohesive team and environment

Project HOPE
2018
Case Management
Team

