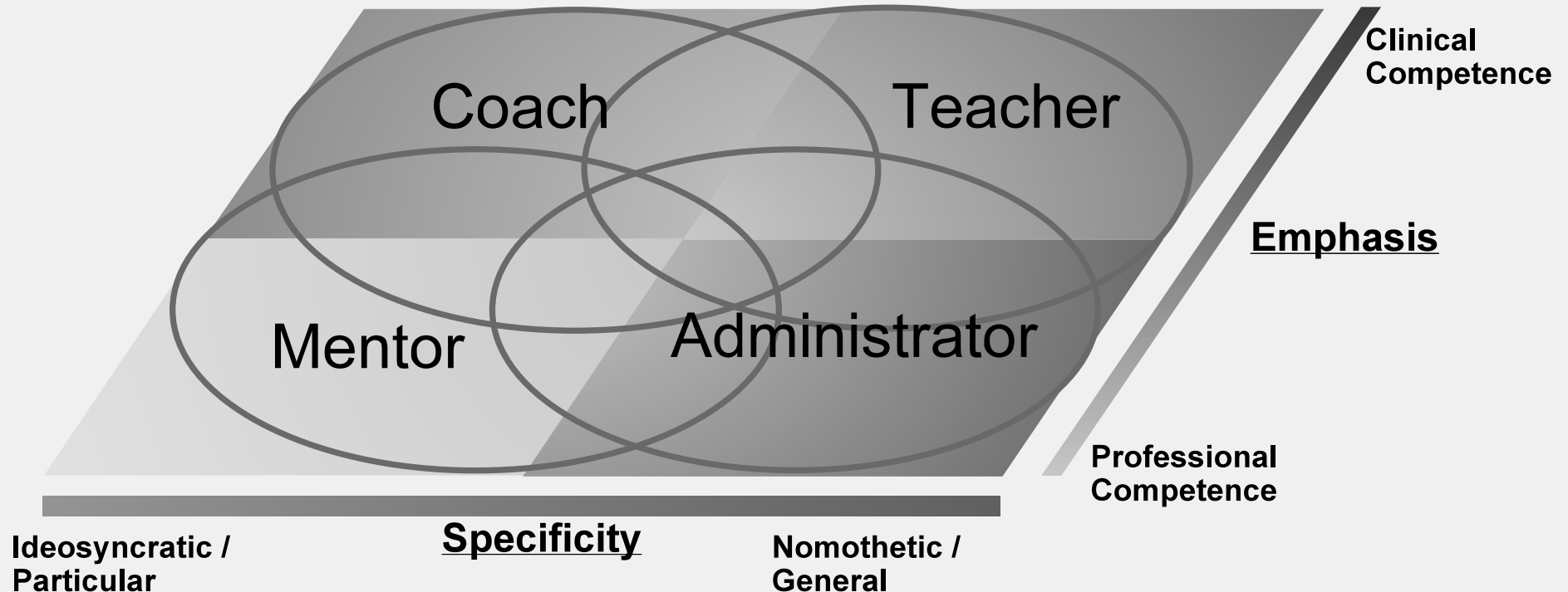


Combined, the two dimensions create four overlapping supervisor roles:



Coach

The supervisor assists each supervisee's direct work with their current case load of clients. The focus is on direct services to help clients achieve their therapeutic goals, while helping supervisees apply and refine clinical skills.

Teacher

The supervisor encourages acquisition of broadly applicable knowledge and information about clinical work. This may involve learning general clinical skills, theories, client concerns, systems concepts, and so forth.

Mentor

The supervisor focuses on the personal development of each supervisee as a growing professional, helping the supervisee identify and address his/her own contribution to the therapeutic alliance, and helping supervisees develop (or maintain) a role as a practicing member of the professional community.

Administrator

The supervisor focuses on the professional, ethical, legal, and other standards that guide the practice of psychotherapy. The supervisor insures that such standards are met in the supervisees' work, thus helping protect clients, supervisees, and the profession.