Putting the *SUPER* back in *SUPERVISION*

Practical Guidelins for Ethical Practice

WCA Annual Conference – 3 Oct. 2015

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Supervision & Ethics

- Why Together?
  - Shortage of training
  - Good counselor ≠ good supervisor
  - Supervisors as Protectors
  - All need ethics updates
    - To practice well
    - Licensure

Scope of Supervision

- Purposes (Bernard & Goodyear, 2009)

  1. Ensure proper service delivery

  2. Enhance professional functioning

  3. Protect public / profession

Skills to Enhance

1. Conceptualization Skills
   - Theory & Knowledge ➔ Understanding
   - Theory & Knowledge ➔ Services
   - After & on the fly

It was never a dress.

Skills to Enhance

2. Intervention Skills
   - Know when to intervene
   - Know how to intervene
   - Core skills & advanced interventions
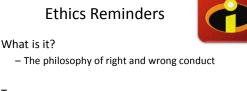   - Guided by accurate conceptualization

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Skills to Enhance

3. Personalization Skills
   - Self-awareness (strengths, growth areas,)
   - Self-management (thoughts, affect, reactions)
   - Active commitment to own wellness
   - Professionalism

Things to Remember

Supervision will be influenced by:
- Initial disclosure and contract
- Supervisor legal liability
- Bi-directional parallel process
- Supervisor self-stuff (awareness, management, wellness)

Ethics Reminders

What is it?
- The philosophy of right and wrong conduct

Types:
- Principle Ethics: Use of principles to evaluate situations – "Is this behavior ethical?"
- Virtue Ethics: Character traits to which a counselor aspires – "Am I doing what's best for my client."

Guiding Principles

- Autonomy
- Nonmaleficence
- Beneficence
- Justice
- Fidelity
- Veracity

Decision Model

Steps to employ in decision making
1. Define the problem
2. Consult professional codes
3. Further explore dimensions
4. Generate options, consequences
5. Implement and Review

Throughout process, consult with others

2014 Code Update

Core Professional Values Clarified
1. Enhancing development across lifespan
2. Honoring diversity and dignity of all
3. Promoting social justice
4. Safeguarding the therapeutic relationship
5. Practicing competently and ethically

2014 Code Update
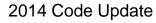
Technology (whole new section)
- Don't friend clients (or check out online)
- Separate personal / professional online presence
- Distance counseling (consent, procedures, confidentiality, limits, misunderstandings, crisis plans, jurisdiction)

2014 Code Update

Refusing Services
- Can't refuse services / refer solely based on a values conflict
- Counselors seek training with values struggle

    – Ward vs. Wilbanks – See JCD, April 2014
    – Keeton vs. Anderson-Wiley

2014 Code Update

Client Confidentiality
- Obligation begins when a potential client seeks services.

Others
- Terminally ill & end-of-life decisions – can't value refer (check state law)
- No confirmation of life-threatening illness when others at risk (check state law)

Ethics in Supervision

- Client Welfare
- Gatekeeping
    – Supervisor competence - training
- Supervisory relationship
    – Dual relationships
    – Informed consent & Confidentiality

Reflective Practice

Know your unconscious contribution to the session
- Autonomic and emotional reactions based on patterns, experiences, culture, values, etc.
- Goal: *reflect on action* then *reflect in action*
- Cultivate in self and supervision
    – Time, intentionality, respect & safety

Wellness

- Critical to avoid Counseling Kryptonite
    – Burnout, compassion fatigue, unethical practice, poor health, etc. . .
    – Requires counselor / supervisor commitment
    – Personal, yet attends to physical, emotional, intellectual, relational, & spiritual dimensions
    – Address in first session, self-appraisal, personal plans, regular review & support

Supervision Models

Provide some guidance on *What* and *How*
- Developmental
    – Variation in confidence, self-awareness, need for support, direction

- Three Dimensional Model
    1. Relationship (collaborative – directive)
    2. Focus (narrow – broad)
    3. Emphasis (clinical – professional)

Supervision Roles

Content dimensions create four roles:

1. <u>Coach</u>: specific clinical work
2. <u>Teacher</u>: broad clinical knowledge
3. <u>Mentor</u>: specific professional behavior
4. <u>Administrator</u>: broad professional standards

Supervisor Roles