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A person wearing large headphones is looking intently at a laptop screen. Their hands are clasped together near their chin, suggesting deep concentration or listening. The scene is dimly lit, with the primary light source being the laptop screen. The background is blurred, showing what appears to be a server room or a control center with various pieces of equipment.

# WHAT TO EXPECT IN SUPERVISION

# Five Main Influences In Clinical Counselling

**Lesson 1.**  
**Philosophical Foundation**

**Lesson 2.**  
**Descriptive Dimensions**

**Lesson 3.**  
**The Supervisor's Stage Of  
Development**

**Lesson 4.**  
**The Supervisee's Of Stage  
Of Development**

**Lesson 5.**  
**Contextual Factors Including  
Personal Characteristics And  
Settings / Environment**

# First Lesson

Answer the following questions

How do I believe change occurs?

What are the crucial variables in training and supervision?

How do I measure success in supervision?

How do I contribute to that success?

What learning objectives do I have for supervision?

What techniques will apply to measure or ensure learning objectives are met?



- Extra therapeutic factors which are all factors related to the client or supervisee and not the actions of the therapist or supervisor
- Relationship factors, the single most significant issue in the therapy outcome including caring , empathy , warmth, acceptance, mutual affirmation, and encouragement of risk taking
- Placebo factors, such as hopes and expectancy
- Technique factors, account for only 15% of therapeutic change

# Factors That Affect Change

# The Supervision Layers

## **Lesson 1.**

Psychological Foundation

## **Lesson 2.**

Descriptive Dimensions

## **Lesson 3.**

The Supervisor's Stage Of  
Development

## **Lesson 4.**

The Supervisee's Stage Of  
Development

## **Lesson 5.**

Contextual Factors Including  
Personal Characteristics And  
Setting Or Environment

# The Philosophical Layer

1

The basic belief about how we know what we know, what motivates people and how people change

2

How do you know what you know?

3

Where does mental illness come from?

4

What do you believe motivates people?

5

How does change occur?



# The Descriptive Layer

- Determines whether the client and the supervisee are influenced by an affective or cognitive level
  - What does this mean? (Thinking V's Feeling)
  - What does it look like or sound like if they are being influenced at an affective level? Cognitive level?
  - Are you typically influenced by an affective or cognitive level?
  - How do you keep supervisee's motivated who are influenced by an effective level? Cognitive level?





# The Symbolic Layer

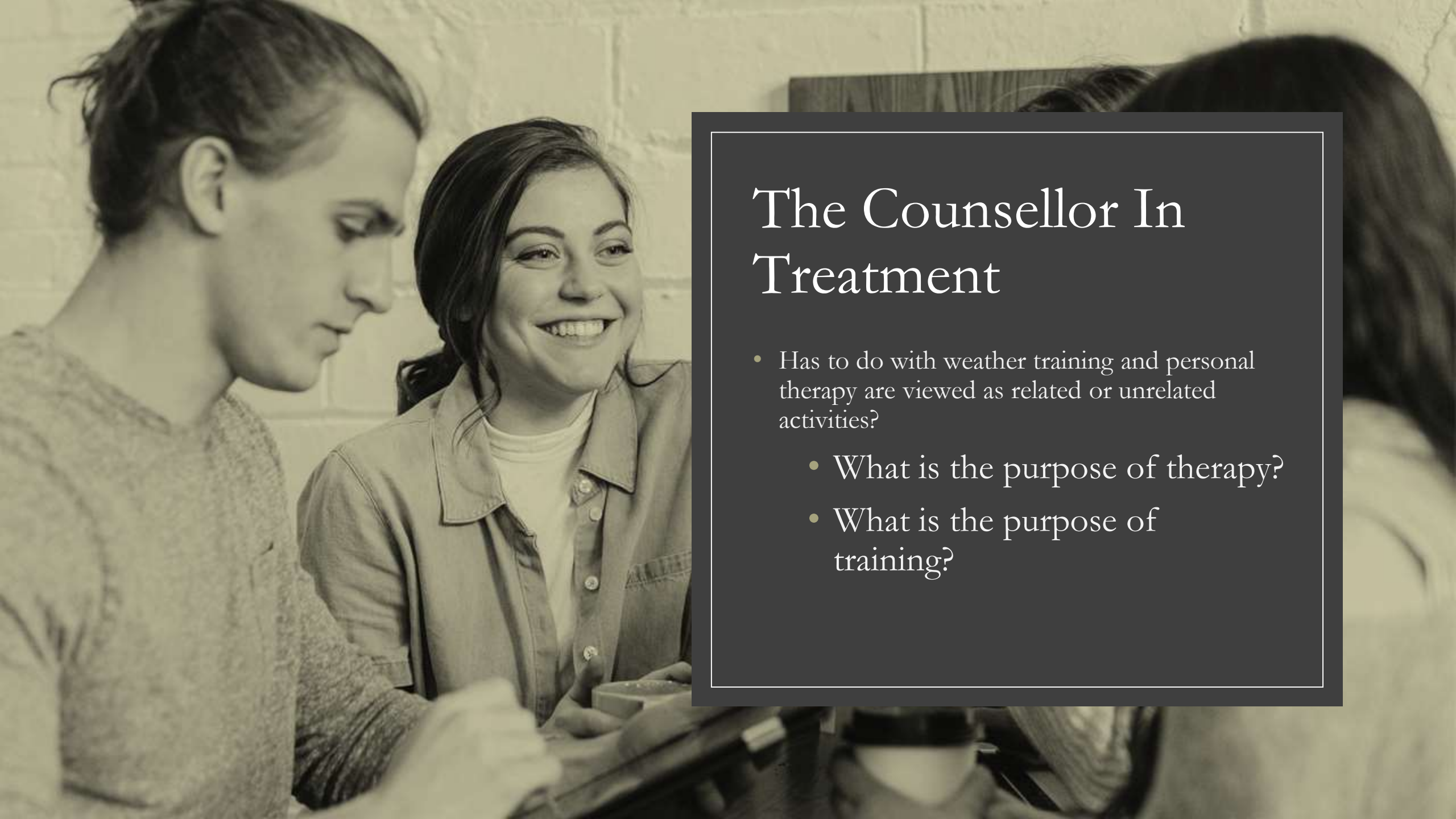
- Deals with whether latent or manifest content is addressed in counselling and supervision
  - What do you typically focus on - the seen or the unseen?
    - When sue gets frustrated with the client, it may manifest in lack of attention and irritability.
    - Do you help Sue learn to deal with her frustration and identify if it is possibly a projection?
    - Do you teach Sue that she will get frustrated, but she has to learn to control how it manifests?
    - Do you do something else?

- Describes therapy and supervision as spontaneous or planned
- Discuss the benefits and the drawbacks of daily or brief supervision
- Discuss the benefits and the drawbacks of weekly hourlong supervisions

# The Structural Layer

# The Replicative Layer

- Refers to the extent to which the supervisor sees the observed interaction as presentation of isomorphic process
  - What the client does in counselling, does she do in real life?
  - What's the supervisor observe in supervision represent what she does in session in real life?



# The Counsellor In Treatment

- Has to do with whether training and personal therapy are viewed as related or unrelated activities?
  - What is the purpose of therapy?
  - What is the purpose of training?





# In Jurisdictional

Who is responsible for the client?

Supervisor?

Supervisee?

Client?

- Determines whether the counsellor or the supervisor functions at the facilitative or the hierarchical role with respect to the client / supervisee

- How do facilitative and hierarchy differ?

- Discuss the benefits of facilitative

- discuss the benefits of hierarchical

At A  
Relationship  
Level

- Highlights the teachings of theory versus technique in supervision
- Theory teaches when and why
- Technique teaches how
- How much theory do you teach?
- How much technique do you teach?

# In Strategy





## **The Stage Of Development:**

*Includes the development  
in child, adolescent, &  
adult of-*

\*The supervisee

\*The supervisor not  
only as clinician, but also  
as a supervisor

# The Contextual Factor

## The five categories

Training-how and where training occurs?

Out of client and supervision sessions, homework and case preparation?

In client sessions-learning what works and how to prevent it.

In supervision sessions

Modelling/Experimental

Direct Instruction

Role-Playing

Philosophy- of counselling, of recovery / mental health, & of training.

# In Summary

- Five main influences on supervision:
  - Philosophical Foundation
  - Basically beliefs about how we know what we know, what motivates people and how people change
  - Descriptive Dimensions
  - How you describe the therapeutic/supervisory process
  - Influential –what influences change /behaviour
  - Symbolic –latent or manifest content
  - Structural –spontaneous or planned
  - Replicative –is therapy/supervision are replication of, “Outside “life
  - Information Gathering-Direct or indirect
  - Jurisdictional –who is responsible for client care (client, counsellor, supervisor )
  - Relationship –facilitative or hierarchical
  - Strategy –theory (why) or technical (how)



## Five Influences In Supervision

- The supervisor's stage of development
- The supervisee's stage of development
- Contextual factors including
  - Personal Characteristics
  - Setting /Environment

# References:

- Counsellor Toolbox, Counsellor Education and Training, Dr Dawn–Elise Snipes



# THANK YOU!

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- <https://www.youtube.com/watch?v=9UAnXNQYvYU>