

Supervisor Self-Assessment Survey



TELLCENTRE
TEACH EDUCATE LEARN LEAD

Supervisor Name:

Date:

Think about those who you supervise and give yourself an honest rating for each of the following statements. Where 1=never, 3=sometimes, 5=always, na= not applicable. The survey should take ~5 mins to complete.

Normative (Administrative/Accountability)		Rating					
1	I provide a good role model.	1	2	3	4	5	na
2	I protect supervision time.	1	2	3	4	5	na
3	I provide an orientation and induction in my area.	1	2	3	4	5	na
4	I establish a clinical supervision agreement including; setting goals/learning outcomes.	1	2	3	4	5	na
5	I complete summative assessment tasks on-time and to a high standard.	1	2	3	4	5	na
6	I meet with each supervisee to discuss roles, responsibilities and expectations.	1	2	3	4	5	na
7	I maintain documentation of supervisee issues and remediation plans.	1	2	3	4	5	na
8	I set appropriate professional boundaries.	1	2	3	4	5	na
9	I maintain confidentiality.	1	2	3	4	5	na
10	I liaise with others (eg the training provider, colleagues) when needed.	1	2	3	4	5	na
Formative (Educational)							
11	I help each supervisee connect theory with practice.	1	2	3	4	5	na
12	I ask questions that promote learning.	1	2	3	4	5	na
13	I provide quality teaching and supervision of all activities I am expected to cover.	1	2	3	4	5	na
14	I provide verbal feedback in all areas (clinical, professionalism & communication).	1	2	3	4	5	na
15	I provide written feedback in all areas (clinical, professionalism, communication).	1	2	3	4	5	na
16	I plan my teaching to address specific learning outcomes.	1	2	3	4	5	na
17	I develop a learning plan in collaboration with each supervisee.	1	2	3	4	5	na
18	I adapt teaching to accommodate different levels of experience and learning styles.	1	2	3	4	5	na
19	I engage each supervisee in reflective practice.	1	2	3	4	5	na
20	I demonstrate useful clinical skills.	1	2	3	4	5	na
Restorative (Support)							
21	I establish a positive learning environment.	1	2	3	4	5	na
22	I build trust with each supervisee.	1	2	3	4	5	na
23	I provide appropriate support for those I supervise.	1	2	3	4	5	na
24	I can confront a supervisee with needed feedback.	1	2	3	4	5	na
25	I encourage the development of professional identity.	1	2	3	4	5	na
26	I can deal with challenges that arise.	1	2	3	4	5	na
27	I can help a supervisee deal with work-related stress.	1	2	3	4	5	na
28	I seek support to assist me in my role when needed.	1	2	3	4	5	na
29	I can handle my own negative and positive feelings toward those I supervise.	1	2	3	4	5	na
30	I am comfortable and confident with the responsibility of supervising.	1	2	3	4	5	na

Which area(s) do you think need further development? Normative Formative Restorative

What actions can you take to foster ongoing improvement?

- 1.
- 2.
- 3.