

Supervision Summary

	Administration	Educational	Supportive
Focuses on...	Organizational Structure	Professional competence	Psychological and interpersonal climate
Deals with barriers that are centered around...	Tasks and resources	Knowledge and skill	Emotional stressors
Operates as...	Executive manager	Teacher and educator	Team counselor and advisor
Power base for supervisor....	Authority, reward and discipline (position power)	Information and expertise (personal power)	Goodwill (personal power)
Role model for ideal worker as...	An efficient worker	A competent worker	A compassionate, understanding worker

Source: Assessing Your Supervisory Training developed by Charmaine R. Brittain, MSW, Ph.D., Butler Institute for Families at the University of Denver, Denver, Colorado. August 2005.