



NPTC

NATIONAL PSYCHOLOGY TRAINING CONSORTIUM
Training Tomorrow's Psychologists

Supervisor Feedback

Supervisor Information

Supervisor Feedback Purpose / How Data will be Used

The purpose of this form is to collect feedback on your experience with your supervisors. We want to know what's going well, as well as your suggestions on how things could be better. Your feedback will be combined with the feedback from the other interns in your region. This information will be reviewed during a future training director's meeting. When we review the feedback in the meeting I compile all the feedback for all supervisors together in one report to give to the directors so they don't know who said what. All supervisors will learn from the feedback of the full intern group.

How to Complete This Form

- You will complete this form at the end of each rotation.
- Each time it's requested, you will complete this form for your assigned Principal Supervisor, and your Group Supervisor..

If there is any reason you need a member of the NPTC Administrative Office staff to assist you with any supervisory issues, or if you have any concerns with the timing of providing this feedback, please contact Toni Ripper (tripper@psychologyinterns.org) so that we can coordinate alternative options and/or address any concerns that you have.

Please Note: In order to help me keep these forms anonymous to the directors, please refrain from saying your supervisor's name in the comment section. Instead please refer to him/her in general terms ("my supervisor"). I do edit those things out on the director's report if you forget, but doing that does help quite a bit.

Confidentiality Statement

Although you are providing your name to the consortium, intern names will be removed from the report reviewed during the training director meeting, and feedback will be anonymous. All feedback from the region will be combined into a single report to protect intern confidentiality as much as possible.

Please note that a member of the Administrative Office may follow-up on any statements provided in this report to ensure that you feel appropriately supported this year.

Intern First and Last Name

Enter your answer here

Supervisor First and Last Name

Enter your answer here

Supervisor's Type

Principal Supervisor

Group Supervisor

Please indicate the evaluation period

Rotation 1

Rotation 2

Rotation 3



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How to Complete This Form

- You will complete this form at the mid-year point and end-of-year.
- Each time you will complete this form for all of your assigned Principal Supervisors (i.e. Licensed Psychologists meeting with you regularly for individual supervision).
 - The number of times you need to complete this survey will depend on how many Principal Supervisors you meet with on a regular basis for individual supervision. (i.e. two Principal Supervisors every week = completing the form twice)
- If you have a regular Group Supervisor, you are welcome to also provide feedback for them, but it is optional.

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Intern First and Last Name

Enter your answer here

Supervisor First and Last Name

Enter your answer here

Supervisor's Type

- Principal Supervisor
- Group Supervisor

Please indicate the evaluation period.

- Mid-year supervision feedback
- End-of-year supervision feedback



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Supervisor Feedback

Please use this scale as a guide when answering the following questions.

1. Not at all/Not receiving

Supervisor did not meet requirements or expectations in this area of training and supervision even after discussing the issues.
Intern is not receiving this at all during supervision.

3. Moderate/Would like more

Supervisor met basic requirements or expectations in this area of training and supervision.
Intern would like more of this during supervision.

5. Meets or exceeds expectations

Supervisor went above and beyond all requirements and expectations in this area of training and supervision.
Intern finds this area satisfactory during supervision.

It is expected that a rating of 1 or 2 on any item is being discussed and processed appropriately with your supervisor.

My supervisor establishes clear boundaries (not parental, peer, or therapeutic).

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor recognizes my strengths.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor establishes clear and reasonable expectations of my performance.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor conveys active interest in helping me grow professionally.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor is sensitive and adaptive to stresses attendant to internship.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor treats mistakes as a learning experience.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor creates a safe (nonjudgmental, supportive) environment for discussion of diversity issues, personal values, and ideas.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor was aware of and respectful toward diversity aspects that arose between us in supervision as applicable.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor invites me to explore and discuss possible existence of personal cultural biases and prejudices on the conceptualization and practice with clients.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor acknowledges and discusses realities of racism/oppression and/or other DEI topics during supervision.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor is reliably available when needed.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor maintains appropriate and useful level of focus during supervision sessions.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor defines and clarifies problems in treatment by offering practical and useful case-centered suggestions.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor raises ethical and legal considerations.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor can present theoretical rationale for suggestions.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor discusses their reactions/experiences with me and my work with clients.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor openly discusses and encourages consideration of differences in style, orientation, and case conceptualizations.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor encourages me to question, challenge, or doubt their opinion.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor takes a scaffolded approach to supervision.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor offers critical case-centered or general feedback with respect.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor openly processes any conflicts that arise in supervisory relationship.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor models accountability and takes responsibility without undue defensiveness.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor provides teaching that generalizes or transcends individual cases to strengthen my general skill level.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor shows concern for my personal development as well as my internship performance.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

My supervisor facilitates my self-confidence to accept new challenges.

Not at all/Not receiving (1) Meets or exceeds expectations (5)

You indicated a score of 1 or 2 on one or more questions above. Have you discussed these concerns with your supervisor?

Yes

No

Please provide feedback on ways your site and/or supervisor can enhance these areas of supervision.

Type your answer here

Please note that any information provided here will be utilized to help us learn how to make supervision and the internship better in the future. Information in this form is provided as general site feedback initially and only provided to individual supervisors following graduation. We appreciate your candor!

Please provide any additional comments about your supervision experience.

Type your answer here

For ease of sharing anonymous feedback please refer to your site and supervisor as "my supervisor" and "my site" rather than by name.

Overall, I feel satisfied with the supervision approach provided by my supervisor.

Not at all (1) Meets or exceeds expectations (5)