



# Minority Fellowship Program

The National Board for Certified Counselors

## Innovations in Counseling: Working with Minority Populations- Part 4 Session 7: Identifying Issues and Finding Solutions: Navigating Clinical Supervision

### Webinar Follow-up Question and Answer Session with Dr. Janine M. Bernard.

#### 1. Question from Peter Chirinos

What would you suggest supervisors do if he suspects legal and ethical violations on the part of the employer with regards to clinical supervision and managing/supervising an internship program? What would you suggest if the company (employer) disagrees and denies any liability?

#### Answer

As I noted during the webinar, this is so difficult to address without knowing what the violations are and if they posed dangers to clients. Also, is the supervisor employed by the agency or not? First, I always suggest that the supervisor discuss the concern directly with the person(s) involved if at all possible. If nothing else, I'd suggest that the supervisor consult a trusted colleague who also was bound by ethical codes. Sometimes, a concerning ethical issue needs to be reported to a regulatory body. That's why they exist. So, another thing I'd have the supervisor consider is the state regulatory body as well as appropriate professional bodies. If the issue is a legal one, it is important to act in order to avoid vicarious liability. Consulting with a state regulatory board would be most appropriate.

#### 2. Question from Galina Constantinides

What additional literature would suggest reading on supervision advanced techniques that is with more practical discussion of case studies?

#### Answer

Most supervision texts discuss a range of techniques. Some texts are more attuned to supervision within certain theoretical camps. Others are more generic. Journals have excellent articles that offer specific approaches for particular situations. Probably the best journal to consult is The Clinical Supervisor. One book I like that attends to particular cases is Critical events in psychotherapy supervision: An interpersonal approach by Ladany, Friedlander, and Nelson.

#### 3. Question from Nicole Ford

Can I offer clinical supervision for an out-of-state LPC (by phone/Skype)?

#### Answer

As Sandy and I noted in the webinar, that really depends on state laws in both states. I also noted that I think this is an area where technology is ahead of most legislatures. But I would start by contacting my State Board to get their input.

#### 4. Question from Galina Constantinides

Where u will place the empowerment role of the supervisor considering the three roles?

#### Answer

I'm not totally sure that I understand this question but if I do, I actually think the supervisor can empower the supervisee in each of the roles. In the "teacher" role, the supervisor empowers by giving the supervisee



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positive feedback and important information or teaching an important skill; in the “consultant” role, the supervisor empowers by suggesting to supervisees that they trust their ability to arrive at insight or direction; in the “counselor” role, the supervisor empowers the supervisee by acknowledging the supervisee’s internal reality.

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