

EFFECTIVE SUPERVISION AND MENTORSHIP REQUIRES A RELATIONSHIP

Supervision provides opportunity to establish and maintain meaningful, rewarding, sustained collaborative relationships that enhance the professional growth of both parties.

SUPERVISION vs. MENTORSHIP



PURPOSES OF SUPERVISION

- Ensure high quality service delivery and optimal outcomes
- Establish and maintain key foundational behavior analysis knowledge and skills
- Develop critical professional and ethics-related repertoires
- Develop complex skills related to case conceptualization, problem solving, decision making
- Model effective supervisory practices
- Increased capacity to improve valued client outcomes and quality of life

AN EFFECTIVE SUPERVISORY RELATIONSHIP SHOULD BE

1. Bi-directional and collaborative, with shared goal setting and feedback
2. Meaningful and sustained
3. A growth experience for both parties
4. A source of guidance and modeling
5. A path to mentorship

BENEFITS TO SUPERVISEE:

- model of technical and professional skills
- tailored learning opportunities
- support with questions, programming, decision making
- support with difficult situations/mistakes
- high rate of reinforcement for approximations and successes
- guidance on professional and organization development

[BOTH RECEIVE BENEFITS ALONG THE WAY]

BENEFITS TO SUPERVISOR:

- learning new skills
- expanding ability to communicate complex concepts
- renewed enthusiasm for profession
- enriching professional life
- creating a positive, lasting impact
- guidance on professional and organization development

ULTIMATE GOAL:

NOT to create a replica, but **support** the supervisee in becoming the best they can be.

GAIN A COMPREHENSIVE UNDERSTANDING OF THE POWER OF COLLABORATIVE RELATIONSHIPS IN THE BOOK:

abatechnologies.com/products/building-and-sustaining-effective-relationships

