

Episode 32 - RTI Series – Supervisor Orientation Part 3

This podcast mini-series aims to aid residential staff who find themselves supervising shifts and providing individual supervision for residential counselors. It explores various aspects of these roles through the Seven-Directions Meta-Compass Model.

Each episode focuses on a cardinal direction, representing different perspectives. Episode one emphasized supportive supervision (East) and the role of the supervisor as teacher (South). Episode two focused on coaching (West) and focused on teamwork (North).

The current episode delves into the Upward perspective, addressing the relationship challenges of transitioning from peer to supervisor and maintaining professional boundaries. The importance of refraining from participating in negative venting among staff and instead focusing on problem-solving and promoting teamwork is stressed. The supervisor must navigate new boundaries and ensure that relationships with colleagues remain professional.

The podcast then shifts to the Downward perspective of task responsibilities. It emphasizes the importance of checklists to keep track of various tasks, the importance of delegating effectively, and potentially addressing personnel issues involving productivity, attendance, and conduct.

Next, it explores the Inward perspective, emphasizing self-care and professional development for both supervisors and supervisees. It highlights the role of the supervisor in supporting staff well-being and facilitating their growth.

Finally, it offers a model for conducting individual supervision meetings, incorporating elements from all cardinal directions. It suggests starting with emotional support, moving to teaching and coaching, and then addressing teamwork, engagement with clients, and any other issues specific to any one supervisee.

The series concludes by acknowledging the complexity of the supervisor role and the transformative impact it can have on both staff and clients in a residential treatment setting. It emphasizes the importance of continuous learning and growth in this role.