

Compassionate Supervision: Uses competency-based assessment and continuous evaluation of the trainee and the supervisor to ensure that everyone is being heard and supported

Checklist for Ongoing Assessment in Compassion

Did you . . .

- Restate the problem in compassionate terms (from the other person’s perspective)?
- Attempt to problem-solve according to contextual demands?
- Engage in compassionate action by actively listening, taking perspective, and then acting to help?
- Use critical thinking to analyze the situation?
- Demonstrate flexibility in your analysis and recommendations?
- Demonstrate tact in your interactions?
- Consider culture and context?
- Allot appropriate time to listen and learn from the other person?

Did you not . . .

- Interrupt the other person when they were speaking?
- Use jargon?
- Judge the actions, motivations, intentions, or emotions of others?
- Stereotype based on culture?
- Take an overly directive stance?
- Insist on only one viewpoint?

Suggested Ways to Target Compassion in Supervision

Skill	Activities
Being comfortable with uncomfortable situations and conversations with families/clients	<ul style="list-style-type: none"> <li>● Watch YouTube video on how to have a difficult conversation</li> <li>● Role-play difficult conversation scenarios</li> <li>● Provide feedback after engaging in difficult conversation</li> <li>● Post conversation self-assessment</li> </ul>
Translating jargon to client-friendly terminology	<ul style="list-style-type: none"> <li>● Give common jargon and have trainee state in lay terms</li> <li>● When reviewing task list items, give definitions and examples in lay terms</li> </ul>
Be an empathetic listener	<ul style="list-style-type: none"> <li>● Watch YouTube video on empathetic listening</li> <li>● Critique self on skill after a meeting with client/family</li> <li>● Present statements for trainee to restate to assess empathic listening during supervision</li> </ul>

## SupervisorABA

Recognizing and interpreting emotional responses in others	<ul style="list-style-type: none"> <li>● Practice looking for indicators of emotional responses using videos, TV clips, etc.</li> <li>● Self-assess ability to do recognize emotional responses</li> <li>● Role play situation from another person's perspective</li> </ul>
Accurate assessment of generalization and maintenance	<ul style="list-style-type: none"> <li>● Establish criteria for generalization and maintenance that considers the client's real environment and needs of all parties</li> </ul>
Self-assessment of biases, avoidance behavior, covert verbal behavior, etc.	<ul style="list-style-type: none"> <li>● Use bias assessment tools</li> <li>● Self-monitor allocation of work, discuss why time is allotted the way it is</li> <li>● Keep a reflection log for new situations</li> </ul>
Collaborate with clients	<ul style="list-style-type: none"> <li>● Practice writing rationales from the client or family's perspective</li> <li>● Develop a client interview to identify goals and preferred practices</li> <li>● Develop social validity measures for before, during, and after programming</li> </ul>
Understand culture	<ul style="list-style-type: none"> <li>● Research relevant cultures for clients</li> <li>● Discuss considerations for relevant cultures, maintaining awareness of not stereotyping</li> </ul>
Identifying everyone who is affected, consider everyone as client	<ul style="list-style-type: none"> <li>● State all stakeholders before engaging in meeting, conversation, or event</li> </ul>
Be responsive to clients, timely in responses	<ul style="list-style-type: none"> <li>● Create a timetable on responsiveness and review it throughout supervision</li> </ul>
Focus on skill acquisition, avoid focusing on behavior reduction	<ul style="list-style-type: none"> <li>● Practice identifying target skills based on assessments</li> <li>● Use rationales for goals and include interventions from the client or family's perspective</li> </ul>
Be honest, but not punitive	<ul style="list-style-type: none"> <li>● Role play giving honest information and feedback to client and families in a tactful manner</li> </ul>