   a) equality  
   b) mentor  
   c) process  
   d) competency

2) Unbalanced supervision and developmentally inappropriate supervision are examples of what Magnuson et al. (2000) refers to as _____ supervision.
   a) rookie  
   b) lousy  
   c) uninformed  
   d) inadequate

3) Ellis (2006) when studying critical incidents in supervision, found the most cited factor to be the
   a) lack of supervisee skills  
   b) supervisory relationship  
   c) level of client pathology  
   d) years of supervisor experience

4) Aten et al. (2008) used which tool to enhance supervisors’-in training self-awareness?
   a) biofeedback monitoring  
   b) videotape of supervision sessions  
   c) supervision genogram  
   d) bug-in-the-ear

5) “Thinking and feeling” are which type of functions in the Myers Briggs Type Indicator framework?
   a) attitudes  
   b) decision-making  
   c) information gathering  
   d) information management

6) Which type of supervision interventions are cathartic?
   a) authoritative  
   b) facilitative

7) According to Frawley-O’Dea & Sarnat (2001) which type of supervision explores and stresses affective reactions and the subjective experiences of the supervisee?
   a) person-centered  
   b) psychodynamic  
   c) cognitive-behavioral  
   d) solution-focused

8) Which is not mentioned as a contribution of theory-based supervision approaches?
   a) promoting growth in supervisees  
   b) providing therapeutic relationship conditions  
   c) modeling counseling interventions  
   d) providing a supervision environment that is isomorphic
9) The supervisor's role is that of the authoritative expert in
   a) patient centered supervision
   b) supervisory-matrix-centered supervision
   c) supervisor centered supervision
   d) supervisee-centered supervision

10) Which of the following is not mentioned by Sudak et al. (2003) as a component for interns/residents using a cognitive behavioral approach?
    a) continually monitoring progress
    b) structuring sessions to maximize progress
    c) facilitating insight
    d) working directly on treatment compliance

11) What term is used by Zimmerman & Schunk (2003) to describe the process which encourages the supervisee to use prior knowledge and skills to produce new learning?
    a) pyramiding
    b) bootstrapping
    c) implementing
    d) scaffolding

12) In which phase of supervision described by Ward does the supervisee experience cognitive and emotional dissonance in adjusting to the counseling climate?
    a) conceptual development
    b) concurrent feedback
    c) contextual orientation
    d) clinical independence

13) Which of the following is not an area which Bernard (1997) has identified as key to supervision?
    a) process
    b) conceptualization
    c) joining
    d) personalization

14) The supervisor's ability to transmit the values and standards of the profession has been termed the therapist's _____ by Eckstein (1957).
    a) presence
    b) aura
    c) mentorship quotient
    d) professional identity

15) Bernard & Goodyear (2004) state that it is the supervisors' primary responsibility to model what they hope to teach in the area of
    a) empathy
    b) self-disclosure
    c) ethics
    d) punctuality

16) Which principle of ethical decision making involves faithfulness to promises made to clients?
    a) fidelity
    b) justice
    c) non-maleficence
    d) beneficence
17) When trainee therapists are informed at the outset of the relationship about a number of aspects of supervision, this is often referred to as
   a) disclosing
   b) grounding
   c) foreshadowing
   d) contracting

18) Supervisors are responsible for the actions of supervisees, an issue which Scaife et al. (2001) terms
   a) in loco parentis
   b) the covenant
   c) vicarious responsibility
   d) joint liability

19) Which of the following is not mentioned by Bernard and O'Laughlin (1990) as crucial to ensuring confidentiality?
   a) supervisors must identify and discuss ethical standards regarding confidentiality
   b) supervisors and supervisees must limit disclosure of client identity wherever possible
   c) clients must be informed of rules and policies regarding confidentiality and ethics
   d) supervisors should model the non-professional discussion of clients with supervisees

20) Which organization is mentioned as listing best practices for supervisors?
   a) SURFS
   b) ACES
   c) GSIC
   d) ASLS

21) According to Sarkar (2004) what are defined as the personal and professional roles and the differences that characterize interpersonal encounters between the client and the mental health professional?
   a) therapeutic bubbles
   b) boundaries
   c) professional ethics
   d) power differentials

22) As supervisees near the end of their supervision period, there may be some relaxing of boundaries, and supervision may become more _____ in nature.
   a) consultative
   b) intimate
   c) collegial
   d) mutually beneficial

23) Parallel process occurs when the supervisory interaction replays the counseling interaction.
   a) True
   b) False

24) Which is not one of the dimensions of multicultural supervision mentioned by Ancis and Ladany (2001)?
   a) conceptualization
   b) skills
   c) process
   d) immersion
25) Asking “What role can spirituality play?” can help move supervisors/supervisees through which of Ancis and Ladany's dimensions?
   a) conceptualization
   b) skills
   c) process
   d) immersion

26) Structured supervision can be considered more
   a) consultative
   b) training-oriented

27) What do Bernard and Goodyear (2004) describe as an essential ingredient which will “culminate in the emergence of a capable and realistic practitioner”?
   a) immersion in a single therapeutic orientation
   b) a supervision plan
   c) an eclectic therapeutic orientation
   d) a teachable spirit

28) Which is not one of the three functions of supervision interventions mentioned by Borders, et al. (1991)?
   a) assessing the learning needs of the supervisee
   b) changing, shaping or supporting the supervisee's behavior
   c) strengthening the supervisory relationship
   d) evaluating the performance of the supervisee

29) Which is not mentioned as an advantage of taping therapy sessions?
   a) removes doubts about competence
   b) can help determine liability issues
   c) increased accountability
   d) tapes can be used with clients

30) Skovholt & Ronnestad (1995) write that therapists either stagnate or develop depending upon the use of a central mediating process they term
   a) purposeful process integration
   b) continuous professional reflection
   c) inertial dampening
   d) mediated congruence

31) Interpersonal Process Recall is focused on increasing
   a) memory
   b) case conceptualization
   c) awareness
   d) attending skills

32) What did Werstlein (1994) find that was cited by supervisors and supervisees as the most important therapeutic factors in group supervision?
   a) self-understanding and universality
   b) universality and altruism
   c) altruism and guidance
   d) guidance and self-understanding

33) In which supervisory style mentioned by Proctor and Inskipp (2001) does the supervisor act as a facilitator?
   a) authoritative supervision
   b) co-operative supervision
   c) participative supervision
   d) peer supervision
34) Which is not a guideline on group supervision mentioned by Werstlein (1994)?
   a) nine to twelve supervisees meeting weekly for at least ninety minutes
   b) composition of the supervision group needs to be an intentional decision
   c) a pre-planned structure is needed to detail a procedure for how time will be used
   d) a pre-group session with supervisees can be used to communicate expectations

35) Werstlein (1994) states that competition is a natural part of the group experience.
   a) True
   b) False

36) Evaluation is a final process that occurs following a supervision.
   a) True
   b) False

37) According to Bernard and Goodyear (2004), which type of evaluation contains room for supervisor subjectivity?
   a) formative
   b) summative

38) Which is not recommended by Campbell (2006) as a way to reduce subjectivity in the evaluation process?
   a) using structured criteria to evaluate success
   b) have an independent supervisor review the evaluation
   c) use multiple ways to rate supervisor competence
   d) gather evaluation information about the supervisee from other sources