Clinical Supervision: A Competency-Based Approach

1) Effective supervision builds on three interrelated pillars which include all EXCEPT
   a) feedback
   b) supervisory relationship
   c) inquiry
   d) educational praxis

2) Which developmental model of supervision, developed by Stoltenberg (1981) is the most comprehensive model available?
   a) DMS
   b) IDM
   c) SDI
   d) DSQ

3) Worthington (1984a) found that experienced supervisors used _____ more frequently in the supervision process.
   a) humor
   b) self disclosure
   c) summarization
   d) positive feedback

4) Which of the following is NOT at the center of the experiential learning cycle?
   a) experimenting
   b) managing
   c) reflecting
   d) planning

5) A procedure to code behaviors is Teacher's
   a) CHECKLIST
   b) PETS
   c) FEEDBACK
   d) APPLE

6) Which refers to a state of completeness as well as moral incorruptibility?
   a) competency
   b) wholeness
   c) integrity
   d) ethicality

7) Regarding high-quality supervision, Nelson (1978) concluded the most essential component was
   a) experience
   b) knowledge
   c) self-confidence
   d) interest in supervision

8) Cherniss and Equatios (1977) described the best supervision styles as
   a) insight oriented
   b) feelings-oriented
   c) didactic-consultative
   d) eclectic
9) Kadushin (1968) described interactional patterns or _____ prototypic of problematic supervision.
   a) scripts  
   b) games  
   c) paradigms  
   d) 1 act plays

10) In the _____ sphere, neither expectations nor standards of accountability were clear for the “worst supervisors”.
   a) technical-cognitive  
   b) emotive-collegial  
   c) relational-affective  
   d) organizational-administrative

11) Regarding conflict resolution, the most difficult conflicts to resolve were found to involve
   a) theoretical orientation  
   b) therapeutic approach  
   c) style of supervision  
   d) personality issues

12) Constantine (1997) found that _____ of supervisors in her sample had never completed a multicultural or cross-cultural counseling course.
   a) 60%  
   b) 70%  
   c) 80%  
   d) 90%

13) Goodyear and Nelson (1997) found the most highly rated form of supervision was
   a) review of videotapes of therapy sessions  
   b) supervisor conducts co-therapy with trainee  
   c) trainees' participate on treatment team behind one-way mirror  
   d) live supervision using phone call-ins to direct the trainee

14) The idea of evaluating competence in psychology training and curricula dates back to the _____ Vail conference.
   a) 1943  
   b) 1953  
   c) 1963  
   d) 1973

15) Which is the first competency area in the developmental process described by Sumerall et al. (2000)?
   a) development and maintenance of effecting working relationships  
   b) use of advanced clinical skills  
   c) knowledge of a systematic model of inquiry  
   d) education

16) Assessment of competence has been described by Robiner et al. (1993) as a _____ with an elusive criterion.
   a) moving target  
   b) strange bedfellow  
   c) lofty goal  
   d) pipe dream
17) Regarding the competency of the psychology supervisor, a didactic course in supervision was reported in 85% of the graduate counseling programs and in _____ of the clinical programs.
   a) 34%
   b) 44%
   c) 54%
   d) 64%

18) Nelson et al. (2001) defined two fundamental measurable supervision competencies: the ability to _____ and the ability to ______.
   a) encourage critical thinking, establish strong alliances with supervisees
   b) establish strong alliances with supervisees, manage interpersonal conflicts
   c) manage interpersonal conflicts, seek consultation when necessary
   d) seek consultation when necessary, encourage critical thinking

19) According to Dubin (1972), the half-life of the knowledge of a psychology doctorate is
   a) 8 to 10 years
   b) 10 to 12 years
   c) 12 to 14 years
   d) 14 to 16 years

20) Which is not an element of supervisory roles mentioned by Carroll (1999)?
   a) relationship
   b) teaching
   c) mentoring
   d) counseling

21) The assumption is that the provision of psychological treatment will be value neutral.
   a) True
   b) False

22) According to Fischer (1998), the clinician's or supervisor's understanding of clients or supervisees is always
   a) 1 sided
   b) valuable
   c) perspectival
   d) telescoped

23) According to Arlow (1963) _____ was originally conceptualized to be the result of the therapist unconsciously identifying with an aspect of the client and then enacting the client’s dynamics with the supervisor.
   a) fun house mirror
   b) doppelganger
   c) dual transference
   d) parallel process

24) Yourman and Farber (1996) found that discussion of countertransference was positively associated with supervisee satisfaction.
   a) True
   b) False
25) Regarding intentional self-disclosure, Hoffman (1983) concluded that the client serves as the _____ of the therapist's experience.
   a) interpreter
   b) canvas
   c) stage
   d) arbiter

26) Ladany et al. (2000) found all the following were sources of supervisor countertransference except
   a) intern's personal style
   b) interactions between the intern and the supervisory environment
   c) problematic client-intern interactions
   d) intern's unresolved personal issues

27) Bordin (1979) proposed that the therapeutic alliance has all the following interrelated features EXCEPT
   a) goals and tasks
   b) individuation
   c) bonding
   d) strain

28) Regarding alliance issues in supervision, supervisees can be helped by focusing attention on all the following EXCEPT
   a) the states of mind and attributions that are being stimulated within the clinical intervention
   b) the mental states they are attempting to ward off
   c) alternative behaviors
   d) how the case conceptualization may be influenced by the supervisor's experience

29) Ruptures and impasses result from conflicts in two major categories: tasks and goals of treatment and problems in the _____ of the relationship.
   a) intellectual compatibility
   b) affective affinity
   c) bond dimension
   d) frustration tolerance

30) According to Binder and Strupp (1997a), metacommunication requires
   a) steadfast resolve
   b) transcendent determination
   c) more than 1 participant
   d) reflection in action

31) The client self-asserts in which stage of the therapeutic alliance rupture resolution model?
   a) Stage 1
   b) Stage 2
   c) Stage 3
   d) Stage 4

32) Which of the following is NOT one of Talbot's (1995) recommendations for addressing shame in supervision?
   a) be alert to the supervisee's disguised shame
   b) utilize self disclosure of potentially shameful events
   c) encourage the supervisee to explore how the therapy and the supervision were experienced
   d) avoid attempts to dissuade the supervisee of an idealizing transference toward the activities
33) What are conceptions common to a particular ethnic or minority group?
   a) Esso
   b) Emic
   c) Emo
   d) Etic

34) Suzuki et al. (2001) reported that within-group differences have been shown to exceed between-group differences.
   a) True
   b) False

35) Which is NOT one of the dimensions of multicultural competency proposed by Constantine and Ladany (2001)?
   a) self-awareness
   b) general knowledge of multicultural issues
   c) social justice orientation
   d) multicultural-counseling skills

36) It has been predicted that, by the year 2020, more than _____ of the U.S. population will be over age 65.
   a) 10%
   b) 20%
   c) 30%
   d) 40%

37) Constantine (2002) suggested that _____ factors are the most critical to clients of color.
   a) experience
   b) competence
   c) relational
   d) gender

38) Which is Stage 4 of the White racial identity model put forth by Sabnani et al. (1991)
   a) conflict stage
   b) prominority
   c) retreat into White culture
   d) redefinition

39) D'Andrea and Daniels (1991) found that most counseling programs were at the _____ stage.
   a) Culturally Entrenched
   b) Cross-Cultural Awakening
   c) Infusion
   d) Cultural Integrity

40) According to Pope and Vasques (1998), the top reason psychologists are actually sued is
   a) incorrect treatment
   b) loss from evaluation
   c) breach of confidentiality
   d) sexual impropriety

41) Ensuring _____ means that the supervisee’s rights are not violated or ignored in supervision.
   a) social justice
   b) warm fuzzies
   c) confidentiality
   d) due process
42) Failure to obtain informed consent of the client for supervision has been ruled to be a form of malpractice.
   a) True
   b) False

43) Behnke et al. (1998) state that confidentiality is governed by the “law of no surprises” and “the _____ principle”.
   a) Peter
   b) school
   c) do no evil
   d) parsimony

44) Robinson and Reid (1985) reported that _____ of the females who had experienced sexual contact or harassment as students felt that their relationship was harmful to one or both parties.
   a) 36%
   b) 56%
   c) 76%
   d) 96%

45) Gottlieb's (1993) decision-making model for dual relationships includes all the following dimensions EXCEPT
   a) power
   b) duration
   c) intensity
   d) termination

46) Which term refers to the legal doctrine which holds that “one who occupies a position of authority or direct control over another can be held legally liable for the damages of another suffered as a result of the negligence of the subordinate”?
   a) amicus curiae
   b) respondeat superior
   c) in loco parentis
   d) mens rea

47) Ultimate responsibility in duty-to-warn cases lies with the
   a) supervisee
   b) supervisor
   c) agency
   d) perpetrator

48) Which reason for difficulty in evaluation was mentioned by Olkin & Gaughen (1991)?
   a) worry that a negative evaluation may result in the supervisee's dismissal from the program
   b) misunderstanding of the task of evaluation
   c) perceived incongruity between a supportive supervisory relationship and negative feedback
   d) evaluation has typically been a unidirectional process

49) The Evaluation Process Within Supervision Inventory uses
   a) multiple choice
   b) dichotomous choices
   c) true/false choices
   d) a Likert scale

50) What type of evaluation is seen as a way to assist in skill refinement and identification of personal issues that may be impeding clinical practice?
   a) summative
   b) formative
51) Multirater feedback is also known as ______ feedback.
   a) village  
   b) team  
   c) fishbowl  
   d) 360 degree

52) Which supervisor evaluation instrument was developed by Borders & Leddick (1987)?
   a) Supervision Satisfaction Questionnaire  
   b) Supervisee/Trainee Self Assessment of Supervision-Related Knowledge and Skills  
   c) Kinetic Supervision Drawing Instrument  
   d) Supervision Experience Survey

53) What is mentioned by APA’s Ethical Guidelines for Clinical Supervisors as a means for formative feedback which offers learning opportunities for each of the participants?
   a) training workshops  
   b) supervision of clinical supervision  
   c) outcomes and monitoring management  
   d) peer supervision and review

54) Which of Cape and Barkham's (2002) stages provides formative evaluation and allows for reflection-in-action to affect the improvement cycle?
   a) process formation  
   b) process guidance  
   c) process monitoring  
   d) outcomes management