



## AAOS SUPERVISORY COMPETENCIES

The following competencies need to have been achieved in your training program and/or demonstrated in your current practice when applying for Recognition for Prior Learning.

- Ability to structure supervision sessions
- Ability to facilitate the supervisee to present information about his/her clinical work
- Ability to facilitate the supervisee to reflect on his/her work and on the process of supervision
- Ability to help the supervisee practice specific clinical skills
- Ability to use a range of methods to give accurate and constructive feedback
- Ability to employ educational principles to enhance learning
- Ability to conduct supervision across a variety of formats such as direct observation and web based technologies
- Ability to conduct supervision across the variety of client presentations such as individuals, couples, family and group
- Ability to supervise across a range of modalities
- Ability to enhance ethical practice
- Ability to foster competence in working with difference
- Ability to adapt supervision to the organisational and governance context
- Ability to form and maintain a supervisory alliance
- Ability to manage threats to the supervisory alliance
- Ability to assess the supervisee's level of competence
- Ability to apply standards
- Ability to support the supervisee's ability to manage their case load
- Ability to detect and support personal and professional issues which could impact on the supervisee's capacities
- Ability of the supervisor to reflect and act on limitations in one's own knowledge and experience
- Ability to be aware of and act on potential sources of evaluation bias

*\*Adapted from research commissioned by Care Services Improvement Partnership (CSIP), Skills for Health and NHS Education for Scotland (NESS) 2010.*