

Ethical Challenges in Clinical Supervision

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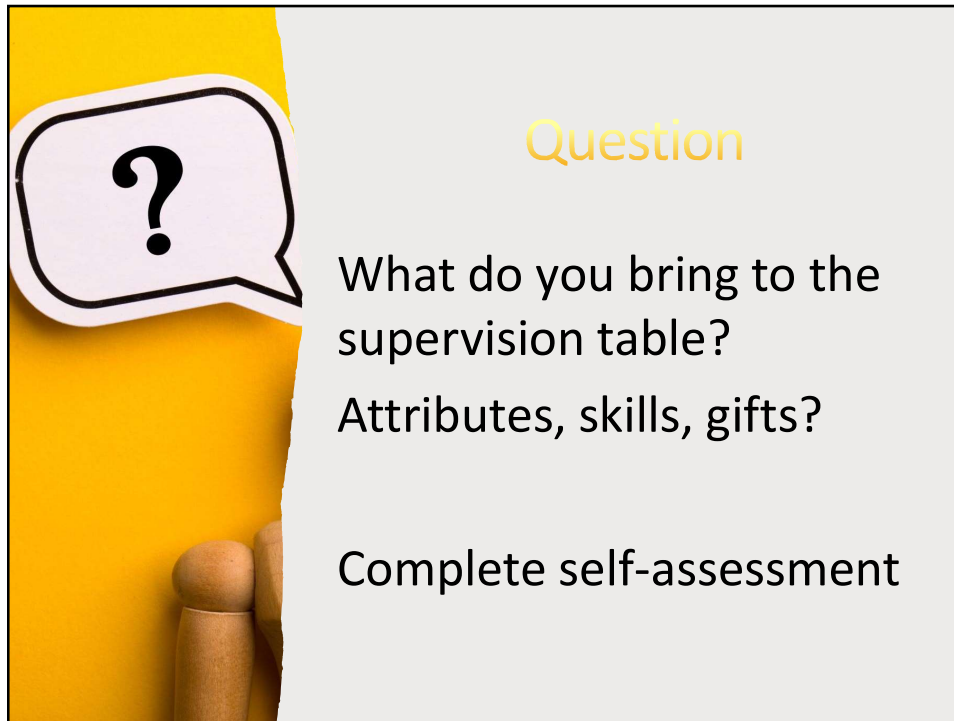
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Question for the Day

What does
“ethical
supervisor”
mean?

2



Question

What do you bring to the supervision table?
Attributes, skills, gifts?

Complete self-assessment

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The Vision and Goal
The Ethical Supervisor Develops
The Ethical Counselor

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A graphic with a red background on the left and a white semi-circle on the right. A purple circle and a dashed blue line are on the red side. Text is on the white side.

Addressing supervisee work with clients from the supervisee's perspective

Interpersonal Recall (IPR)
Supervisor Inquiry Questions

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Knowing what
Supervision
should involve:
Principle VII
NAADAC Updated
Ethics Code
6-1-2025



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Principle VII: Supervision, Consultation and Education

- VII-1 Addiction professionals who teach and provide clinical supervision accept the responsibility of enhancing professional development of students and supervisees by providing accurate and current information, timely feedback and evaluations, constructive consultation, and monitor services of supervisees.

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VII-6

Clinical Supervisors provide the supervisee with a written supervision contract that will act as Informed contract. Supervisors inform the supervisee about how the supervision process influences their professional development. The supervision contract is an integral part of creating and developing the supervisory relationship. The Supervision Contract includes, but is not limited to the following items:

- Definition of clinical supervision
- Scope of practice of the clinical supervisor
- Format and scheduling of supervision
- Confidentiality of client information
- Methods of supervision (approaches used)
- Types (individual, group, in-person observation, e-supervision, audio and video tapes)
- Expectations and responsibilities of each person
- Accountability and evaluation
- Documentation and file audits
- Fees and no-show policies
- Conflict resolution
- Client notification: supervisee shall inform clients that they are in supervision and the parameters of supervision
- Duration and termination of the supervisory relationship
- All parties shall adhere to all applicable regulatory and state and Federal rules and laws
- All parties shall adhere to NAADAC Code of Ethics
- Expectations regarding liability insurance
- Notification of expectation regarding a clinical emergency or when a duty to warn event occurs with a client
- Notifying immediately of an expectation regarding a grievance, sanction, or lawsuit filed against the supervisee

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VII-8 Clinical Crisis

Clinical Supervisors communicate to the supervisee, during supervision informed consent, procedures for handling client/clinical crises. Supervisors communicate and document alternate procedures in the event the supervisee is unable to establish contact with the supervisor during a client/clinical crisis.

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VII-10 Multiculturalism

Clinical Supervisors address the role of multiculturalism in the supervisory relationship between supervisor and supervisee. Supervisors offer didactic learning content and experiential opportunities related to multiculturalism and cultural humility throughout their programs. Clinical supervisors recognize and value the diverse talents and abilities that supervisees bring to their training experience.

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VII-11 & 12 Boundaries

- VII-12 Clinical supervisors intentionally develop respectful and relevant professional relationships and maintain appropriate boundaries with supervisees in all venues. Supervisors are accurate and honest in their assessments of supervisees. Clinical supervisors clearly define and maintain ethical professional, personal, and social boundaries with their supervisees.
- VII-11 Supervisors do not enter into a romantic/sexual/non-professional relationship with current supervisees, whether in-person or electronically.

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Questions About Socializing

- How will socializing affect my ability to be objective?
- Would I be able to justify my position to an ethics board?
- What would I say to a colleague in a similar situation?
- Given my setting, how appropriate is socializing?
- At what level of professional maturity is the supervisee?
- How would this affect other supervisees?
- What is the worst possible scenario that could occur if I decide to socialize?

Adapted from Haynes p171-2

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VII-12 Monitor

- Clinical Supervisors monitor the services provided by supervisees. Supervisors monitor client welfare. Supervisors **monitor** supervisee performance and professional development. Supervisors **instruct** and **guide** supervisees as they prepare to serve a diverse client population. Supervisors read, know, understand, adhere to, and promote the NAADAC Code of Ethics.

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Helping with Self Care

- Teach and Help them set healthy boundaries
- Caretaking vs. caregiving
- Normalize feelings
- Encourage “team” approach
- Provide support
- Make it OK for them to “feel” about clients
- Help them to cope with “reality” of clients that may not fit in their world view
- Make it OK to ask for help
- Help to identify sources of stress



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Take Care
of You as a
Supervisor/
Counselor

Continue to model healthy behaviors:

- Don't isolate
- Remember why we do what we do
- Seek therapy when you need it
- Seek supervision/consultation
- Have a safe place to experience your feelings
- Have friends that are not colleagues
- Have fun and Use humor
- Have a time to be quiet and present with yourself

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