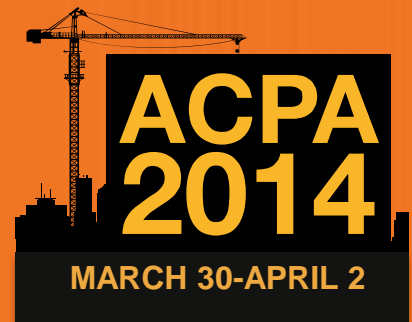


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**Reinventing Supervision:  
Reflections on  
Multicultural Competence  
in the  
Supervisory Relationship**

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# Session Description

The supervisory relationship can be the most critical and impactful interactions in the life of a professional. Yet, little is really known about the dynamics of this relationship and in particular the impact of multicultural competence in the supervisory relationship. This session will examine the complex nature of supervision with respect to the multicultural competence of the supervisor and the impact this has on the supervisee and their experience as a professional.

# Learning Objectives

- **Define multicultural supervision.**
- **Understand the nature of synergistic supervision and its relationship with multicultural supervision.**
- **Understand the impact and importance of being a multicultural competent supervisor.**
- **Identify strategies and techniques for becoming a more multicultural competent supervisor.**

# A Review of the Literature

“ Supervisor practices and the impact on multicultural competence of supervisees

“ Impact of multicultural supervision on staff satisfaction

“ Impact of synergistic supervision practices on the retention of new professionals

# What is Multicultural Supervision?

- “ Multicultural Competence
  - “ Awareness
  - “ Knowledge
  - “ Skills

- “ How would you describe a multiculturally competent supervisor?
- “ What are the dangers of being a culturally incompetent supervisor?

# Synergistic Supervision

A cooperative effort between the supervisor and supervisee with a focus on *joint-effort, two-way communication, and competency and goals* (for the betterment of the organization and individual) (Winston and Creamer, 1998).



# Emergent Themes Compared with Characteristics of Synergistic Supervision

- **Supervisor Accessibility**  
(Helping Process)
- **Meaningful Interaction with Supervisor**  
(Cooperative Effort)
- **Utilization of Formal Evaluations**  
(Focus on Competence / Goals)
- **Providing Unique Supervision**  
(Joint Effort / Two-way Communication)
- **Providing Professional Development Opportunities**  
(Focus on Competence and Goals)





# CASE STUDY

“Meet Michael and Alexa...”

# COMPETENCIES

“ ACPA / NASPA Joint  
Competencies

“ Equity, Diversity, and Inclusion

“ Leadership

# Multicultural Lens

- “ Awareness
- “ Knowledge
- “ Skills

# Emergent Themes Compared with Characteristics of Synergistic Supervision

- **Supervisor Accessibility**  
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- **Providing Professional Development Opportunities**  
(Focus on Competence and Goals)



# RECOMMENDATIONS

“ Continue to develop and enhance your own multicultural competence.

“ Incorporate ACPA/NASPA Competencies into formal evaluations of the supervisee

“ Create a culture of synergy within the supervisory relationship

“ Unique supervision

“ Meaningful interaction

“ Joint collaboration with focus on competency and goals

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# Thank you!

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