

Supervision Smoothies: Blending up Success for Supervisors and Students

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Learning Objectives



At the end of this session participants will:

- 1. Be able to identify 4 key factors that make mentoring in the student experience successful for supervisors and students.**
- 2. Be able to describe at least 3 attributes of an environment that supports a positive fieldwork experience for students and supervisors.**
- 3. Define a 4-step model for managing conflict with the student learning experience.**
- 4. Have engaged in discussion with fellow workshop participants regarding strategies for successful student supervision.**

Why Smoothies?



- **Current!**
- **Emphasis on healthy, “smooth” experiences for students and supervisors!**
- **Takes many ingredients and lots of work to make this happen and look simple!**

Today's Menu: Serving up 4 Smoothies!

1. “What are we Doing and why are we Doing it ? Smoothie” (a.k.a. as the Organizational Management Smoothie)
2. “I have no idea what I am doing and how I am supposed to do it while carrying a full caseload smoothie” (a.k.a. the Student Supervisor Training Smoothie)
3. “Throw in the towel, become passive/aggressive, dig in your heels, and/or ignore what is going on Smoothie” (a.k.a. the Conflict Management Smoothie)
4. “I'm great! We're great! Wait - are we really great? Smoothie” (a.k.a. the Student Experience Smoothie)



Key Factors that Make Supervising/Mentoring Work

- **A clear agreed set of objectives.**
- **Communication and Training.**
- **Matching of supervisors/mentors and mentees.**
- **Evaluation and review of the program.**
- **Reciprocity in the relationship**
- **Dedication to the process**



LET'S BLEND!

Smoothie #1: “What are we Doing and why are we Doing it” (aka the Organizational Management Smoothie)

Ingredients to include:

Program evaluations

Policies and procedures

“Environmental Impact”



LET'S BLEND!

Smoothie #2: “I have no idea what I am doing and how I am supposed to do it while carrying a full caseload Smoothie” (aka the Student Supervisor Training Smoothie)

Ingredients to include:

**Identifying supervisors and their needs
Formal and informal training programs
Feedback and supervisory support**



- **1. Prepare to address the conflict situation**
- **2. Set the Stage for addressing the conflict situation**
- **3. Go over the Past**
- **4. Look toward the Future**



LET'S BLEND!

Smoothie #3: “Throw in the towel, become passive/aggressive, dig in your heels and/or ignore what is going on Smoothie” (aka the Conflict Management Smoothie)

**Ingredients to include:
Conflict management training
Adoption of conflict management
model by entire team**



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Resources

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