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# CLINICAL SUPERVISION

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## What is clinical supervision?

Clinical supervision is a collaborative process between the Supervisor (i.e., a licensed mental health professional) and Supervisee (i.e., a clinician-in-training), which focuses on enriching and increasing the clinician's [or trainee's] knowledge and skills in order to competently provide quality care to the clients they serve.

## What does clinical supervision entail?

There are, generally, three components to clinical supervision. They are:

1. Educational/clinical, where the supervisor offers therapeutic skills and supports the clinician's therapeutic interactions with clients;
2. Administrative, where the objectives of the agency/organization's policy and public accountability are transformed into tasks to be accomplished by the clinician and;
3. Supportive, where the supervisor offers the clinician helpful strategies related to managing stress, compassion fatigue, vicarious trauma, and other factors that may hinder personal and professional development.

## What is OTM's approach to clinical supervision?

OTM uses a trauma-informed, reflective and anti-racist model of supervision. We recognize that direct service can have an impact on the mental health and well-being of the clinician, especially when working with individuals who have been marginalized and oppressed. We further understand that therapy and the process of supervision is equity work. OTM supervisors engage in critical self-examination to understand how their own identities such as ethnoracial background, gender, religion, and personal beliefs impact their supervision. OTM supervisors foster collaborative and equity minded relationships with supervisees.