



Clinical Supervision Research Collaborative

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CSRC Collaborator Newsletter

October 2023

Collaborator Research Highlight

**Supervisor versus self-assessment of trainee competence:
Differences across developmental stages and competency
domains**

Craig Gonsalvez, Australia





The study examined supervisor–trainee differences in assessing trainee competencies in accredited clinical psychology programmes in Australia. Supervisors and trainees (141 dyads) used the Clinical Psychology Competencies Rating Scale to independently provide end-of-placement ratings of trainee competence across 10 competency domains and three developmental levels. Supervisor assessments yielded growth trajectories that were much flatter than trajectories derived from trainee self-assessments. As predicted by impostor theory, trainees significantly underestimated their competence early in training, but this bias reduced at developmental level 2, and reversed into an overestimation at level 3. Supervisors should ensure that well-intentioned efforts to mitigate the effects of the impostor syndrome do not unwittingly lead to inflated self-appraisals. Systematic evaluation of supervisor-trainee discrepancies in summative assessments across developmental stages may be necessary to foster realistic self-appraisal. Factors contributing to over and underestimation of competence warrant further research.

Gonsalvez, C. J., Riebel, T., Nolan, L. J., Pohlman, S., & Bartik, W. (2023). Supervisor versus self-assessment of trainee competence: Differences across developmental stages and competency domains. *Journal of Clinical Psychology*, 1–15. <https://doi.org/10.1002/jclp.23590>

This article is available to CSRC members through open access.

Stay Connected

Upcoming Webinar Series:



Caring for Carers: A clinical supervision program for mental health practitioners in humanitarian settings

Dr. Ruth Wells and Colleagues, School of Psychiatry, UNSW Sydney

November 9, 2023 at 9:00am (NYT)

An international team of clinicians and researchers will present a webinar about online group clinical supervision to support mental health workers in humanitarian settings. The session will involve an introduction to the context of supervision in Bangladesh and Syria and what the cultural and practical expectations are for supervision. We will then discuss lessons learned from an ongoing 2 year research study which examines the impact of supportive supervision on the wellbeing of 95 practitioners working with Syrians in Syria and Türkiye and Rohingya people in Bangladesh. We will discuss the process issues related to involving international and local co-supervisors to work together to improve the cultural appropriateness of supervision, while mentoring local practitioners in supervision practice.

About the Presenters

Salah Lekkeh is a Syrian psychologist, supervisor, and member of the C4C research team. His main area of focus is community and culture based MHPSS interventions, including group interventions and supervision in the Syrian context.

Sabiha Jahan is a Ph. D. Fellow at the Department of Clinical Psychology, University of Dhaka. She is a Clinical Psychologist currently working on the different dynamics and processes of clinical supervision in the Humanitarian context in Bangladesh.

Md. Omar Faruk is Bangladeshi based practicing clinical psychologist. His work focuses on addressing epistemic injustice through contextualizing mental health practices in low-resource countries.

Dr Ruth Wells is a senior research fellow in Psychiatry and Mental health at UNSW Sydney and a practicing psychologist. Their work focuses on challenging Eurocentric assumptions in mental health practice and advocating for displaced communities internationally.



Anti-Racism in Clinical Supervision: Considerations for Practice and Research

Dr. Alex Pieterse, Director, Institute for the Study of Race and Culture, Boston College, USA

December 13, 2023 at 2:00pm (NYT)



The CSRC Community is Growing!

The CSRC is an ever-expanding community of collaborators, professionals, and students interested in clinical supervision. We are proud of the international network of members who make the CSRC special! Our collaborator base includes members from the following countries:

Australia, Bangladesh, Brazil, Canada, Chile, China, Egypt, Finland, Germany, Hong Kong, Iceland, India, Ireland, Malta, Mexico, Nepal, New Zealand, Singapore, Switzerland, Taiwan, Turkey, UK, and USA

We are excited to see our community continue to grow!

Share your recent clinical supervision research publications!

We love featuring recent clinical supervision research studies authored by CSRC members in the newsletter!

CSRC members are invited to share their recent publications of empirical work for upcoming newsletters!

Just email a brief blurb (no more than 150 words) of the study, along with a copy of the article, to DiAnne at borders@uncg.edu. *In the blurb, please summarize the **goal and main findings** of the study and state **clear and specific implications for supervision researchers, practitioners, and/or educators**.* Finally, include the article DOI and indicate whether the full article is available to CSRC members through ResearchGate, open access, or another source.

Note. By submitting your article to share in the newsletters, you are also agreeing for your write-up to be shared on our CSRC social media accounts. English summaries of non-English research publications are welcome!

In Case You Missed It...

Database of Clinical Supervision Measures

Looking for a brief, practical measure of evidence-based supervision interventions? Check out the latest measure - the Evidence-Based Clinical Supervision Strategies scale (EBCSS; Choy-Brown et al., 2023) - added to the database of clinical supervision instruments on the CSRC website. (use the Learn link, then Resources)

Webinars

Recordings of April and May CSRC webinars are now available on the CSRC website to view at your convenience. Learn about evidence-based practices in providing supervision (April webinar), and tips for obtaining external funding for clinical supervision research from CSRC members in three countries (May webinar). [You can watch these most recent webinars here](#), in addition to all previously recorded webinars.

Blogs

[Read blog posts](#) written by CSRC Collaborators, advisory board members, and founders. Interested in writing a blog post? Email us at info@csrcollaborative.org for guidelines.

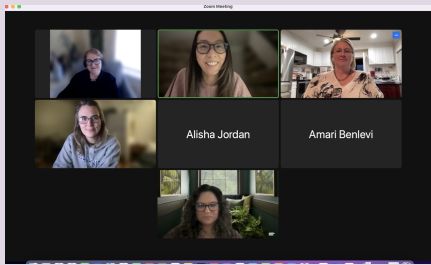
Clinical Supervision Connection Podcast

Did you know the CSRC has a podcast focused on clinical supervision across disciplines and the globe? Catch up on [previous episodes](#) on our website.

Newsletters

Previous newsletters - with other research highlights and information - can be found on the CSRC website. Click [here](#) to view the archive.

Graduate Student Special Interest Community



The Graduate Student SIC (Special Interest Community) meeting in September drew participants from across the US as well as Turkey to share their passion - and research plans - for clinical supervision. Watch the CSRC newsletter and social media for details about their next meeting!

CSRC Collaborators, feel free to share this newsletter with a clinical supervision colleague.

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