

Foundations of Supervision: Simulation Ratings and Rubric

Strongly Disagree 1	Disagree 2	Somewhat Disagree 3	Somewhat Agree 4	Agree 5	Strongly Agree 6
The participant communicated in a way that was clear and easily understood					
<ul style="list-style-type: none"> Consistently used language that was confusing Heavily used acronyms or jargon Expectations were not clear 	<ul style="list-style-type: none"> Used many words or phrases that were confusing Frequently used acronyms or jargon 	<ul style="list-style-type: none"> Occasionally used confusing language Occasionally used acronyms or jargon 	<ul style="list-style-type: none"> Used a mix of confusing and clear language Infrequently used acronyms or jargon 	<ul style="list-style-type: none"> Mostly used language that was simple and concise Most expectations were clear 	<ul style="list-style-type: none"> Consistently used language that was simple and concise All expectations were completely clear
The participant's body language and voice tone were open and inviting					
<ul style="list-style-type: none"> Intimidating and/or aggressive body language Intimidating and/or aggressive tone of voice 	<ul style="list-style-type: none"> Rigid body language Sounded impatient 	<ul style="list-style-type: none"> Lack of eye contact Attention was elsewhere 	<ul style="list-style-type: none"> Said or did the "right" things, but it didn't feel totally authentic Inconsistent in body language and tone (these either fluctuated over time or they were inconsistent with each other) Inconsistent eye contact 	<ul style="list-style-type: none"> Made eye contact Paid attention 	<ul style="list-style-type: none"> Allowed time and space for SC to respond Expressive and/or emotive voice Consistent eye contact Fully present in the interaction (i.e., all attention was directed to the interaction)

Strongly Disagree 1	Disagree 2	Somewhat Disagree 3	Somewhat Agree 4	Agree 5	Strongly Agree 6
The participant demonstrated strengths-based language					
<ul style="list-style-type: none"> Shamed or blamed the SC for their weaknesses 	<ul style="list-style-type: none"> Only focused on the SC's weaknesses 	<ul style="list-style-type: none"> Mostly focused on SC's weaknesses 	<ul style="list-style-type: none"> Mentioned strengths in a general way, not strengths specific to the unique SC 	<ul style="list-style-type: none"> Acknowledged the unique strengths of the SC 	<ul style="list-style-type: none"> Supported the SC through their unique strengths
The participant was responsive to cultural values, context, and experiences					
<ul style="list-style-type: none"> Were judgmental of values, context, and/or experiences Used demeaning terms about values, context, and/or experiences 	<ul style="list-style-type: none"> Voiced incorrect assumptions about SC Asked insensitive questions 	<ul style="list-style-type: none"> Questioned SC's stated values, context, and/or experiences Dismissed the connection between SC's values, context, and/or experiences and their current situation 	<ul style="list-style-type: none"> Seemed to listen to, but didn't necessarily connect SC's values, context, and/or experiences to their current situation 	<ul style="list-style-type: none"> Generally showed empathy to situation Validated experiences 	<ul style="list-style-type: none"> Appropriately connected values, context, and/or experiences to current situation Met the client where they were
The participant demonstrated appropriate boundaries					
<ul style="list-style-type: none"> Took advantage of their position of power Unapologetic about actions 	<ul style="list-style-type: none"> Took advantage of their position of power, but made efforts to resolve it (i.e., acknowledged it, apologized) 	<ul style="list-style-type: none"> Left SC confused about respective roles Questionable use of power 	<ul style="list-style-type: none"> Behavior approached crossing boundaries, but unable to self-correct 	<ul style="list-style-type: none"> Behavior approached crossing boundaries, but able to self-correct 	<ul style="list-style-type: none"> Used position of power responsibly Able to adjust to SC's personal comfort level as needed