

Supervisor Interview Checklist

Questions to ask a potential clinical supervisor

1. Are you currently board-approved to provide clinical supervision in your state?

Listen for: A clear 'yes' with specifics about their supervisor credential. They should be able to name their approval status and when it was granted.

2. How many supervisees do you currently have?

Listen for: A specific number, and awareness of their state's cap. Ideally they have capacity for one more without being stretched thin.

3. What is your approach to clinical supervision?

Listen for: A thoughtful answer that reflects intentionality. They should be able to describe their supervision model or philosophy, even if informally.

4. How often will we meet, and for how long?

Listen for: A specific schedule that meets your state's requirements (e.g., weekly 1-hour individual sessions). Consistency matters more than occasional marathon sessions.

5. Do you offer telehealth supervision? If so, does my state accept it?

Listen for: Knowledge of your state's telehealth supervision policy. If they offer telehealth, they should confirm it counts in your jurisdiction.

6. What is your fee for supervision, and what does it include?

Listen for: Transparent pricing and a clear explanation of what's included. Some supervisors offer sliding scale. Employer-provided supervision may have no additional cost.

7. What happens if you need to leave or become unavailable mid-supervision?

Listen for: They've thought about this. A good answer includes: reasonable notice period, help finding a replacement, willingness to complete verification paperwork for hours already logged, and a transition plan.

8. How do you handle documentation and hour verification?

Listen for: They have a system for tracking supervision sessions and your clinical hours. They keep records contemporaneously (as you go), not reconstructed at the end.

9. What theoretical orientation do you work from?

Listen for: A clear articulation of their orientation and openness to your own developing approach. Rigidity in either direction is a concern.

10. Will you help me prepare for the licensing exam?

Listen for: Willingness to support exam preparation, even if it's not the primary focus. At minimum, they should be familiar with the exam you'll take.

11. How will you evaluate my progress and provide feedback?

Listen for: A structured evaluation process: formal evaluations at set intervals (e.g., every 6 months), clear criteria, and a mix of supportive and corrective feedback. You should never be surprised by a negative evaluation.

12. What populations or clinical issues do you specialize in?

Listen for: Specific populations and issues they have depth in. Bonus if they overlap with your clinical setting. Even without perfect overlap, breadth of experience is valuable.

13. What is your availability for urgent clinical questions between sessions?

Listen for: A clear policy: phone, text, or email for urgent matters with a reasonable expected response time. Many supervisors provide a cell number for emergencies.

14. Do you carry professional liability insurance that covers your supervision activities?

Listen for: A straightforward 'yes.' They should be able to confirm their insurance covers supervision. This is standard professional practice.

15. Can you provide references from current or past supervisees?

Listen for: Willingness to connect you with past supervisees (with appropriate consent). Supervisors who have good relationships with former supervisees are a strong signal.

Signs of a good fit

✓ **They ask about YOUR goals.** A good supervisor is interested in what you want to learn and accomplish, not just checking boxes. They ask about your career aspirations, the populations you want to work with, and what kind of clinician you want to become.

✓ **They have a structured approach to supervision.** They can describe how sessions will be organized - whether that's case presentation, skill practice, tape review, or a combination. Structure isn't rigidity; it means they've thought about how to make the most of your time together.

✓ **They're transparent about limitations.** No supervisor is an expert in everything. A supervisor who says 'I don't have much experience with that population, but I can help you find consultation' is more trustworthy than one who claims expertise in everything.

✓ **They maintain professional boundaries.** The supervision relationship is professional, not social. A supervisor who treats you as a colleague-in-training (not a friend, not a subordinate) creates the safest learning environment.

✓ **They actively seek feedback about their supervision.** Supervisors who ask 'how is this working for you?' and genuinely want to know demonstrate the kind of reflective practice they're trying to teach you.

✓ **They have a clear documentation system.** They track sessions, maintain records, and can tell you exactly how they'll handle verification when you're ready to apply. Documentation quality now predicts application quality later.

Warning signs

■ **They frequently cancel or reschedule.** Consistent supervision is both a clinical necessity and a state requirement. A supervisor who cancels frequently will create gaps in your supervision record that may raise questions with the board.

■ **They primarily provide administrative, not clinical, supervision.** Administrative supervision (caseload management, productivity metrics) is different from clinical supervision (treatment planning, case conceptualization, skill development). Your state requires clinical supervision for licensure.

■ **They pressure you to take on more clients than is appropriate.** Your supervisor should prioritize your clinical development and client welfare over productivity metrics. A supervisor who consistently pushes you to see more clients than you can serve well is prioritizing business over clinical care.

■ **They have unclear or changing boundaries.** Dual relationships (supervisor who is also your therapist, business partner, or close friend) create ethical complications. Supervision should have clear professional boundaries.

■ **They dismiss your concerns or questions.** Supervision is a learning relationship. If you feel judged, dismissed, or afraid to ask questions, the relationship is not serving its purpose. Your questions are a sign of healthy development, not weakness.

■ **They don't know your state's supervision requirements.** A supervisor who provides supervision in your state should understand the rules: maximum supervisee count, required frequency, group-to-individual ratios, documentation standards. If they don't know the rules, your hours may be at risk.

SupervisionTrack — your licensure journey, organized. Bring this checklist to meetings with potential supervisors.