Self of the Supervisor: Appropriate and Effective Self-Disclosure in Supervision

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Learning Objectives

• Participants will be able to define healthy self-disclosure in the supervisory relationship.
• Participants will be able to identify at least one way self-disclosure can facilitate the supervisory relationship.
• Participants will be able to identify at least two challenges to supervisor’s self-disclosure.
• Participants will be able to discuss at least two methods for promoting supervisor self-disclosure.
What is self-disclosure?

• Many definitions (Stricker, 2003)
  – Context
    • Counseling: counselor and client
    • Supervision: supervisor and supervisee
  – Whether to disclose
  – When
  – How
  – Verbal and non-verbal
Unhealthy and Healthy Self-Disclosure

**Unhealthy**
- Triangulation
- Burn-out
- Perfection
- Shame-based model
- Boundary violations
- Lack of self-disclosure

**Healthy**
- Openness
- Intention
- Timing
- Developmentally appropriate
- Multicultural considerations
- Growth oriented
Self-Disclosure in Supervision

• Benefits
  – Parallel process
  – Modeling (Knight, 2012)
  – Cultivates therapeutic insight
  – Promotes growth in supervisee
  – Enhance supervisory alliance/relationship (Knight, 2012)
Challenges to Supervisor Self-Disclosure

• Self-awareness and self-acceptance
• Personal insecurity
• Organizational insecurity
• Needs ahead of supervisee
• Misunderstanding of ethical codes
• Burn-out
• Shame (Yourman, 2003)
• Fear
