



CLARIFYING ROLES AND RESPONSIBILITIES

01.

Why It's Important

- Establishes trust and transparency in the supervisory relationship.
- Ensures supervision is purposeful, structured, and aligned with professional standards.
- Supports ethical practice and accountability (AASW Code of Ethics).

Reflective Prompt

Write down your expectations of supervision.

Compare them with your supervisee/supervisor's expectations.

Identify one area where clarity could be strengthened

02.

03.

Challenges to Consider

- **Dual Relationships:** Supervisors may also hold other roles (e.g., manager, colleague, mentor). This can create tension if performance management overlaps with reflective supervision.
- **Boundary Setting:** Without clear boundaries, supervisees may feel unsafe raising vulnerabilities, or supervisors may unintentionally cross into personal territory.
- **Power Dynamics:** Ambiguity in roles can heighten imbalance, making supervisees hesitant to speak openly.

Risks if Not Done

Confusion about boundaries & responsibilities.
Potential breaches of confidentiality.
Reduced effectiveness of supervision & missed opportunities for growth.
Ethical risks if dual roles are not acknowledged & managed transparently.

04.

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How to explore roles and responsibilities

Initial Role Discussion: Begin supervision with a structured conversation about what supervision is (reflective, educative, supportive) versus what it is not (therapy, informal chat). Clarify dual roles (e.g., manager + supervisor) and how they will be managed.

Expectation Sharing: Both supervisor and supervisee write down their expectations. Compare and discuss overlaps, gaps, and potential conflicts.

Boundary Setting: Explicitly outline confidentiality limits (e.g., when issues must be escalated for safety or organisational reasons). Clarify time boundaries (session length, frequency) and role boundaries (professional vs personal).

Supervision Contract/Agreement: Document agreed roles, responsibilities, and boundaries. Include how feedback will be given, how ruptures will be addressed, and how progress will be reviewed.

Regular Review: Revisit the agreement every 3–6 months or when circumstances change (new role, new challenges). Adjust expectations as needed.




Write Your Own
Expectations
& Supervision Needs

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