



We know how vital quality supervision is for your fieldwork hours.

It can make the difference between a BCBA and a Competent BCBA.

Here are five tips we think will help:

1. Self-Evaluate

Take some time to find out what your personal values are. Think about what values you want to have and encompass as a future BCBA.

[Click Here for a Free Personal Values Assessment](#)

 Write out your Top 5:

- Think about
 - What can you do to move closer to this value?
 - What makes you feel farther away from this value?
 - What does this value look like in others?

2. Reflect on Your Current/Past Supervision ✨

Even if it is not in the field of ABA.

What have current or past managers/supervisors done that you loved?

That made you cringe?

 Write out the things you can incorporate and things you want to learn to do better:

- My Incorporate List
- My Learn to Do Better List

3. Do Some Research

Look at Facebook Groups on Instagram, do a Google Search.

Look at your current place of employment or university.

 Try it now:

- **ASK QUESTIONS!**
 - This is your time to interview them.
- **Do not settle for what is easier; settle for what you need.**
 - Your hours are yours! They are a time for you to learn and grow into the BCBA/BCaBA you want to be.
- **Always meet with a potential Supervisor before signing a contract.**
 - You are the center of attention during this time.
 - Ensure you feel comfortable, seen, and heard with this potential supervisor.
- **Ask others in your coursework, job, or past coworkers about recommendations.**
 - Ask current or past instructors from your coursework.
- **If you are still enrolled in school, check to see if your program has specific requirements for fieldwork hours.**
 - You can speak with your advisor.

4. Ask the Hard Questions

You are interviewing the person who will be teaching and shaping you.

Take time to ensure that they are who and what you want to learn from.

How do you approach supervision?	How do you approve and assign unrestricted tasks?
Why do you supervise others?	What are your expectations of your trainees?
How do you approach feedback?	In your opinion, what makes a great BCBA/BCaBA?
How do you ensure we cover the entire task list?	How do you structure your supervision sessions?
Do you offer group supervision?	What is your experience as a BCBA?
What settings do you have experience in?	What populations do you have experience serving?
What's something you wish you would have gotten out of your fieldwork experience that you didn't?	What do you think is the hardest thing about collecting fieldwork experience hours?
What are your top values?	How do you receive feedback best?
What areas of growth do you want to pursue?	What are your special interests?
What is your pricing for supervision?	Do you offer a sliding scale?
Can you review what your requirements are for ongoing supervision?	Can you review your supervision contract with me?
What are some soft skills that you think are important to have as a BCBA?	Can you provide some examples of unrestricted activities you may assign to me?
Do you require your trainees to use a specific UDS?	What are your requirements for getting Monthly Verification Forms signed?
How can you assist me with setting realistic goals for collecting hours each month?	What are the most essential skills to build while gaining fieldwork hours?

 **Try it now:**

- Use the above questions and even think of others you can ask.

5. Think About All of Your Options

Do not commit to something unless you are confident that it is the right decision for you.

 **Try it now:**

- Make a Pros and Cons list.
- Talk it over with a friend, family member, and coworker.
- Review your values: see how many pros would help you feel more aligned with them and how many cons may take you farther away from your values.
- Be flexible and kind to yourself during this time.
- Reach out to your potential supervisors for follow-up questions. (There is nothing wrong with this!)

Take a Moment to Admire Yourself

You are taking a massive step for yourself and your career. You have worked incredibly hard and deserve great things!

The Success Shaping Team 