Supervision--Preventing Burnout in Candidacy

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About Me:

- Graduated from SNU in 2011
- Private Practice until 2016
- Health and Wellness Coordinator at Deer Creek Public Schools 2016-2021
- 2021-present—Renew Counseling @ SNU Co-Director

Why do we need to worry about burnout for candidates for licensure or even interns/practicum students?



What are the basics?

► Think Child Development! (thanks, Erik Erikson!)

 Trust/safety Autonomy

- Identity
 Generativity





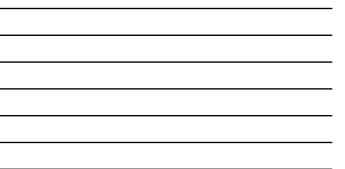
Components of Empowering for Safety

- Supervisor's Integrity
- Supervisor's Competence
- Protection from Supervisor



She never starts with clinical discussion. She always starts supervision with me as a person and asks how I am personally. Usually my answer is quick, but there have been days that were really hard and she let me be a person in the room without rushing me.
She never tells me only what I did wrong or need to work on. She always includes what I did well also.
She doesn't try to make the job look easy. Sometimes people try to pass things off as really easy to make themselves look/feel good at it. It has been so encouraging to know that someone whom I admire professionally struggles to and it's not a personal deficit.
She incredibly knowledgeable about and effective at her job. She usually has information to offer when I ask questions, but if she doesn't she's not afraid to admit it and help me find the answer.





Components of Empowering for Autonomy

Just a few...Training

Information

Independence

Power/say

Me, constantly, to my supervisees: "I have an idea of what to do here/diagnosis/etc, but you're the one sitting with your client. You tell me if you think this will work."







Confidence

Making an impact

When I first started as an intern, my supervisor helped take some weight off my shoulders by telling me that therapist technique only account for 15% of the total outcome in therapy. I ended up looking up this statistic and I found an article online that stated " The therapeutic relationship, interpersonal variables of the counselor, and core conditions of empathy, warmth, and positive regard, account for 30% of a positive counseling outcome. The greatest proportion, 40%, is estimated to be due to client variables, such as motivation and level of pathology" link. This was helpful for me in that I din't feel so much pressure as a therapist and helped me to see the bigger picture.





Components of Empowering for Identity

Meaningfulness

Independence

Confidence

When I asked her: "Supervisor, are you like, "you" in session?" (as I was trying to figure out how much of me to "be" in session) she asked me "who else is there to be? You are the tool. "

Radically changed how I sat with clients. I could be authentically me freely, which ended up unlocking my creativity and flexibility with clients.



Components of Empowering for Generativity

Supervisor's benevolence

- MeaningfulnessImpact
- confidence

My supervisor used to always say, "process everything." I would describe certain aspects and experiences with my clients and she would say to process that with them. I had a client who was known and seen by several therapists before me (I was her 5th), and I remember how inlimidating she could be in session. I told my supervisor that my client fills up so much space in session that I might as well not be there and she said, process that with her, "process everything." Once I found the right works to process with my client how I experience dher, it deepened our relationship and led to a fruitful counseling experience. I continue to apply that with my clients and share that piece of wisdom with my colleagues. It's hard to articulate how it helps my clients but it feels like small barriers are removed between us when I show them that 'I see them.' I believe it makes them feel like I'm not just treating them, but that I'm in the room with them by "processing everything."



