

Table 3 External Clinical Supervision

Benefits of External CS	Challenges of External CS
<ul style="list-style-type: none"> • Supervisee relieved of potential constraints imposed by line management hierarchy (e.g., self-conscious need to impress one’s line manager with one’s knowledge, talent and competence; avoidance of seeming ignorant; avoidance of shame) • Potential for a wider range of choice of supervisors for the supervisee (e.g., clinical supervisor who shares theoretical orientation and practice principles) • Potential to develop relationship, unfettered by workplace politics, culture or dynamics • Opportunity to gain outsider perspective • Greater chance of wide-ranging discussion regarding supervisee’s professional development and future prospects 	<ul style="list-style-type: none"> • Can be more expensive and time consuming for the organisation • External supervisors will not have a comprehensive, insider’s understanding of the organisational culture, practices, protocol and expectations (unless previously employed by that same organisation) • There is an often overlooked need to put accountability processes in place, which provide feedback and evaluation to the organisation employing the supervisor, but which also protects the confidentiality of the supervisee(s) (e.g., quarterly, bi-annual or annual, reports to the organisation, created via a transparent process, with the full knowledge and involvement of the supervisee)

References for this section: The Bouverie Centre (Ryan, Wills et al., 2009); Koper, M. (2009).