

Trauma Informed Supervision Survey

Greetings,

As we continue our efforts to make the [insert organization name] a safe and supportive place for everyone, we are evaluating the supervisee/supervisor relationship. To do this effectively, we need to establish a current state or baseline measure.

By completing this brief, anonymous survey, you will have an opportunity to ensure your voice is heard. The survey closes [insert date/time].

All responses will be aggregated to maintain anonymity; no single person's results will be reviewed or archived.

Thank you for your participation and assistance in driving person-empowered and person-supported change at [insert organization name]!

If you have any questions, please contact [insert contact name] at [insert phone number, email, etc.].

Appreciatively,
[Insert sponsoring body or individual signature]

1. My supervisor treats me with dignity and respect.
Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree
2. My supervisor makes supervision a constructive learning process.
Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree
3. My supervisor provides specific skill development in areas needing work.
Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree
4. My supervisor emphasizes the development of strengths and capabilities.
Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

5. My supervisor involves me in the supervision process.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

6. My supervisor helps me feel accepted and respected as a person.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

7. My supervisor appropriately deals with emotions and content.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

8. My supervisor motivates me to assess my performance/behavior.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

9. My supervisor conveys a sense of competence.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

10. My supervisor responds supportively to my interpersonal style.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

11. My supervisor listens to my concerns.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

12. My supervisor is open to receiving feedback from me.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

13. My supervisor helps reduce defensiveness/resistance in supervision.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

14. My supervisor encourages expression of opinions, questions, and concerns about work.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

15. My supervisor provides an opportunity to supportively discuss the major challenges I face.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

16. My supervisor is flexible enough to encourage spontaneity and creativity.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

17. My supervisor encourages the use of new and different techniques.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

18. My supervisor helps to define and achieve specific, concrete goals.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

19. My supervisor validates my concerns.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

20. My supervisor gives useful feedback.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

DRAFT

21. My supervisor allows and encourages self-evaluation.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

22. My supervisor explains criteria for evaluation clearly.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

23. My supervisor applies criteria fairly in evaluating performance.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

24. My supervisor effectively responds to and addresses my needs.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

25. My supervisor expresses a supportive, compassionate attitude.

Strongly Disagree Disagree Neither Disagree/Nor Agree Agree Strongly Agree

Comments (optional):