

Peer Review

Review of: "Improving Counselor Supervision and Documentation Through the Integrated Supervision Casenote"

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Perryman, Houin & Moretta: Improving counselor supervision and documentation through the integrated supervision casenote

Reviewer: Ross Crisp

This article aims to provide an improved therapist / counselor supervision model that integrates three main aspects of the supervision process. Utilizing the framework of the Integrated Supervision Casenote (ISC), the authors provide guidelines for a structured system of supervisor accountability. These guidelines consist of common-sense rules for documentation by the supervisor (pages 3-4).

The ISC is also designed to enhance the supervisor's self-awareness and reflective knowledge. It consists of three models, as follows:

Hogan's Developmental model – records the supervisee's progress from 'dependence', 'dependence/autonomy', 'conditional dependence' and 'mastery / peership' in their relationship with the supervisor.

Discrimination process model – records the supervisor's alternating (and flexible) roles as teacher, counselor and consultant; and 'whether the interventions were verbal only or through the use of expressive arts, etc., and can be adapted according to the supervisor's preferred modalities and scope of practice' (page 8).

Working alliance / Person-centered model – encompasses the supervisor's chosen counseling theory. At this point, I am wondering if the ISC is too supervisor-centric and in conflict with *my understanding of the person-centered psychotherapy and counseling.*

Moreover, my understanding of person-centered supervision seems to differ from that of the authors. While the authors indicate (in Table 1, page 7) that their *working alliance / person-centered model* focuses upon the quality of the supervisor-supervisee relationship, they appear to be advancing more of an integrationist model than a strictly person-centered model. On page 12, they state that the ISC offers ‘a framework in which models may be interchangeable. For example, the same format may be utilized exchanging the Person-Centered psychotherapy model with the concepts from Cognitive Behavioral or the Reflective Learning process model’ (page12).

There is nothing wrong with being flexible in that way – in fact, it may be helpful. But, I think the authors show a lack of understanding about person-centered practice as originally formulated by Carl Rogers (e.g., Rogers, 1951, chapter 10) and other proponents of person-centered assessment and supervision (e.g., Barrett-Lennard, 1998, chapter 15; Gillon, 2024; Tudor, 2024).

A person-centered supervisor would likely ensure that the ISC was a document completed by both supervisor and supervisee, both of whom are inquiring and learning, exploring the unfamiliar as well as what is known. My impression of this article by Perryman et al. is that the ISC is primarily the supervisor’s responsibility. Yet, the authors suggest: ‘Qualitative research investigating the working alliance from both supervisor and supervisee perspective would add to the literature as it offers an intentional approach’ (page 13). It would also be more in the spirit of a person-centered model.

Interestingly, the ISC case example (pages 8-13) illustrates a constructive relationship between supervisor and supervisee. Nevertheless, the narrative is supervisor-centric. The supervisor is depicted as taking a strong teaching role (that the supervisor reflected on and attempted to modify) *and* a directive / guiding role in supervision that was not entirely person-centered. Perhaps greater emphasis could be given to the Working Alliance (Table 1, page 7) as integrationist rather than person-centered if that is the authors’ preferred mode of supervision.

References

- Barrett-Lennard, G.T. (1998). *Carl Rogers’ helping system: Journey and substance*. London: Sage.
- Gillon, E. (2024). Assessment and formulation. In G. Di Malta, M. Cooper, M. O’Hara, Y. Gololob, & S. Stephen (Eds.). *The handbook of person-centered psychotherapy and counselling*. (3rd ed., pp. 422-435). London: Bloomsbury.
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Declarations

Potential competing interests: No potential competing interests to declare.