


It's a Good Idea for Someone Else

Why Private Practitioners Decline Supervision

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Objectives

- Review literature on risks of supervision
- Compare and contrast risks and benefits of supervision
 - Academic
 - Institutional
 - Private Practice
- Suggestions for supervision/consultation in private sector

Context/Background

- Credentials
- Professional context
 - Full time private practice since 1983, totally independent of managed care
 - Re-specialized in sport/performance psychology in 1996
 - Full-time performance focus since 2004
 - Presently coach/consult psychologists

Context/Background

- Opinions informed by
 - Formal training in supervision
 - Supervision/training comprised 20% of practice during first 20 years
 - Experience on state governing boards
 - Writing *You're On! Consulting for Peak Performance* with Kate Hays

Risks of Supervision

Survey by Montgomery, Cupit, et al. (1999)

- Licensed psychologists in Texas (N = 284)
- Experience with *complaints*
- Experience with *malpractice lawsuits*
- Rate 24 behaviors as to likelihood of eliciting a complaint or malpractice suite

Risks of Supervision - Complaints
Montgomery, Cupit, et al. 1999

- 71.5 % knew colleague who had complaint filed
- 10.9 % had one or more complaints
 - Only 19.4 % knew the complaint was being filed

Largest category of complaints:

Supervisory issues (22.6%)

- Performance of supervisee
- Relationship between supervisor and supervisee

Risks of Supervision – Malpractice
 Montgomery, Cupit, et al. 1999

- 38.7% knew a colleague who had been sued
- 7.4% threatened by a suit
- 6% actually sued
 - Less than 23.5% knew it was actually being filed

11.8% of Malpractice suits involved supervisory issues

- Supervisee performance
- Billing or payment

Risks of Supervision – Awareness
 Montgomery, Cupit, et al. 1999

- Rated 24 items on likelihood of eliciting a complaint or lawsuit
- Tendency to fail to recognize supervision as source of complaint or malpractice litigation
 - Incorrect diagnosis
 - Failure to rule out medical explanation for presenting problem
 - Negligent clinical supervision

Risks of Supervision – Awareness
 Montgomery, Cupit, et al. 1999

“... Judging from the number of complaints involving supervision, it appears supervision and related issues may be under-recognized by psychologists as areas for potential complaints” (p. 405)

Risks of Supervision –
Sport Psychology

- Differences between educational and clinical cultures
 - Diagnosis
 - Rule out medical basis of problem
 - Record keeping
- People don't know what they don't know

Risks of Supervision –
Sport Psychology

- “Dangerous Liaisons”
 - Travel with team
 - Potential dual relationships
 - Challenge of students consulting with students
- Who is the client?
 - Athlete
 - Team/management
 - Supervisee

Professional Aspects

<p><u>Academic</u></p> <ul style="list-style-type: none"> ○ Prestige ○ Impact field ○ Stimulating ○ Necessity ○ Increases visibility of program 	<p><u>Institution</u></p> <ul style="list-style-type: none"> ○ Prestige ○ Impact field ○ Stimulating 	<p><u>Private Practice</u></p> <ul style="list-style-type: none"> ○ Prestige ○ Impact field ○ Stimulating
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Financial Aspects

<p>Academic</p> <ul style="list-style-type: none"> ○ Integral part of program ○ Part of job description ○ Service to institution ○ Potential source of revenues to program 	<p>Institution</p> <ul style="list-style-type: none"> ○ Low-cost increase of service providers for programs ○ Supervision takes time from direct service ○ If providing clients for supervisee, expenses similar to those of a staff person 	<p>Private Practice</p> <ul style="list-style-type: none"> ○ Low cost increase of service providers ○ Supervision takes time from direct service ○ If providing clients for supervisee, expenses similar to those of a staff person ○ Clients typically seeking services from individual rather than program
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Legal Aspects


<p>Academic</p> <ul style="list-style-type: none"> ○ Program is liable for performance of both supervisor and supervisee ○ Organization likely to be target of any suit ○ Supervisor typically covered by organization's policy ○ Supervisor has both responsibility and authority 	<p>Institution</p> <ul style="list-style-type: none"> ○ Program is liable for performance of both supervisor and supervisee ○ Supervisor typically covered by organization's policy ○ Supervisor has both responsibility and authority ○ Susceptible to "blanket" law suits 	<p>Private Practice</p> <ul style="list-style-type: none"> ○ Individual liable for <u>all</u> supervisee actions ○ Challenge of monitoring supervisee performance <ul style="list-style-type: none"> ● Live observation ● Videotape review ● Self-report ○ Supervisor may be liable for actions without authority to direct services
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Critical Issues

- Liability with no authority
- Supervision for licensure/certification vs. consulting for respecialization
- Select your clients
 - Licensed
 - Trial period
 - Coaching format
- Explicit expectations
 - Structure and format
 - Criteria for evaluation
 - Are you willing to say a person is not ready for approval?

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