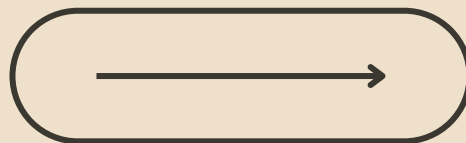


Supervision Guide

What to Bring. What to Say. How
to Use the Time.



1. Decision points you feel unsure about

Bring cases where you are making a judgment call.

Talk about:

- Missed appointments and whether to report noncompliance
- How strongly to state risk in a report
- Situations that raise concern but do not meet clear reporting thresholds
- Tension between advocating for a client and public safety

Say:

- I am not sure how to interpret this behavior
- I do not know if this meets the threshold for action
- I feel pulled in two directions on this case

Goal: Leave with a decision you can explain and defend.

2. Cases that stay with you

If you are thinking about a case after hours, bring it.

Talk about:

- Cases that feel unresolved or stuck
- Situations that are escalating
- Moments where you felt reactive or rushed

Say:

- This case is sticking with me
- I feel like I am missing something
- I reacted quickly and want to revisit it

Goal: Slow the case down. Shift from reaction to reasoning.

3. Emotional reactions to the work

Do not filter this out. This is part of the work.

Talk about:

- Strong reactions to client disclosures
- Feeling more guarded, frustrated, or protective than expected
- Ongoing sadness, anger, or discomfort

Say:

- I noticed I felt more guarded with this client
- I am more frustrated than I expected to be
- This situation is affecting me outside of work

Goal: Name the reaction. Understand it. Keep it from shaping decisions without awareness.

4. When a client reminds you of someone

These moments matter. Bring them.

Talk about:

- Clients who trigger personal memories or connections
- Shifts in boundaries or decision-making tied to that connection

Say:

This client reminds me of someone in my life
I think that is affecting how I respond

Goal: Separate your experience from the client's needs.

5. Bias, fairness, and consistency

Look for patterns in your own decisions.

Talk about:

- Giving more chances to some clients than others
- Feeling more skeptical or more trusting without clear reason
- Differences in how you assess risk across cases

Say:

- I think I may be giving this client more leeway
- I want to check if I am being consistent
- I am not sure if bias is showing up here

Goal: Make your decision-making consistent and fair.

6. Pressure from systems

Name the pressure. Do not ignore it.

Talk about:

- Court deadlines affecting your work
- Agency expectations influencing your recommendations
- Limited options creating frustration

Say:

- I feel rushed because of this deadline
- I feel pressure to come to a certain conclusion
- The system is limiting what I can do here

Goal: Separate pressure from professional judgment.

7. Balancing empathy & accountability

This tension is constant in community forensic social work.

Talk about:

- Feeling pulled to minimize risk because of empathy
- Feeling pulled to overcorrect and focus only on risk
- Difficulty holding both perspectives at once

Say:

- I think I may be minimizing risk here
- I may be leaning too heavily on accountability
- I am struggling to hold both sides

Goal: Hold empathy and accountability at the same time.

8. Documentation

If you have to write it, you should review it.

Talk about:

- Language in court reports
- How clearly your reasoning is stated
- Whether your conclusions match the facts

Say:

- I am not sure this report is clear enough
- I want to make sure my reasoning is solid
- I need help tightening this language

Goal: Produce work that is clear, accurate, and defensible.

Bottom line

Bring what feels unclear.
Bring what feels uncomfortable.
Bring what feels high-stakes.