

COMPETENCIES FOR SUBSTANCE ABUSE TREATMENT CLINICAL SUPERVISORS

Technical Assistance Publication (TAP) Series

21-A

Foundation Area 4: CRITICAL THINKING

Introduction

Critical thinking refers to the cognitive processes of conceptualizing, analyzing, applying information, synthesizing, and evaluating. Supervisors are expected to use critical thinking to make sound decisions and solve problems on a regular basis; they also must help supervisees hone critical thinking skills.

The Competencies

- Understand the various contexts (e.g., organizational, political, societal, cultural) in which supervision is conducted.
- Analyze and evaluate agency issues and policies to better understand, clarify, and participate in the continuous improvement of agency and staff performance and service outcomes.
- Evaluate and select written and oral communication strategies appropriate to the audience and purpose.
- Select, adapt, implement, and evaluate appropriate problem solving, decisionmaking, and conflict resolution techniques.
- Apply experience, insight, and lessons learned to new situations.
- Apply critical thinking to information gathering by evaluating the content of the information and the credibility of its source.
- Ask supervisees relevant and clarifying questions and listen critically for content and underlying issues in their self-disclosure.
- Help supervisees develop skills in case conceptualization and analysis of client–counselor interactions.
- Negotiate, communicate, and document the resolution of conflicts or disagreements and strategies for resolving performance problems. Document outcomes.
- Develop sound criteria for self-evaluation and clarify personal beliefs, values, and biases.
- Help supervisees develop sound criteria for self-evaluation and clarify their beliefs, values, and biases.

