

# FROM THE *Start*

A GUIDE FOR CLINICIANS  
UNDER SUPERVISION

---



---

THE GENESIS WELLNESS CENTER PLLC

DR. MARY MCCULLOUGH LPC-S



## A Quick Note.....

---

Just know, this is one of the most exciting times of your career. It's a major milestone that should be both celebrated and explored. While it can seem somewhat daunting to process all the why's and how's that will come up over the next 18 months, just know that it is no coincidence that you have made it to this point.

It is my hope that this guide will give you a starting point as it pertains to thinking about your career as a professional counselor. Let's start with the next 18 months. I am here to guide and challenge you to be the best. This is going to be an awesome ride! Let's go!

Dr. *Mary* McCullough

# About the Process

It can be challenging to define supervision. It has different meanings in different contexts, all of which may have a bearing on where emphasis is placed and how supervision is affected. Here, while supervision does focus on clinical aspects of counseling, I believe the field is ever evolving. My focus

heavily supports the notion that counselor competency should have an intense focus on counselor self-care and emotional intelligence.

Quality supervision is building a relationship that allows the supervisor to operate in a manner that facilitates the highest level of growth possible for each Associate.

## YOUR THOUGHTS:

---

---

---

---

---

---

---

---

## 5 STEPS

# THE *Start* OF THE SUPERVISION PROCESS *At a glance*

01

### STEP ONE

YOUR HERE! YOU'VE MADE MANY DECISIONS THAT HAVE LEAD TO WHERE YOU ARE NOW! THE COMMITMENT AND DISCIPLINE YOU'VE SHOWN, IS WHAT WILL CONTINUE TO HELP YOU LEVEL UP!

02

### STEP TWO

SCHEDULE YOUR SUPERVISION SESSIONS. DISCUSS A SET SCHEDULE WITH YOUR SUPERVISOR SO THAT YOU CAN BE SURE YOU CAN ESTABLISH THE CONSISTENCY NEEDED FOR A SUCCESSFUL SUPERVISION PROCESS.

03

### STEP THREE

THINK EXPERIENCE. DO YOU HAVE A LOCATION TO AQUIRE HOURS? ARE YOU THINKING OF MAKING A CHANGE? BE SURE TO EXPLORE THIS DURING YOUR SUPERVISION SESSION.

04

### STEP FOUR

BE SURE THAT YOU UNDERSTAND HOW TO DOCUMENT YOUR HOURS. HOW OFTEN, A SPECIFIC LOG, WHEN THEY WILL BE SIGNED, ETC.

05

### STEP FIVE

REFLECT ON THE LAST FEW YEARS LEADING UP TO WHERE YOU ARE NOW AS AN ASSOCIATE. WHAT WAS GREAT, WHAT ARE SOME THINGS YOU WOULD LIKE TO CHANGE? BE READY TO DISCUSS THOSE.





YES. / NO

# CHECKLIST

AS YOU READ EACH QUESTION, SIMPLY TICK "YES" IF YOU AGREE OR "NO" IF YOU DISAGREE WITH THE STATEMENT.

---

01	HAVE YOU TAKEN THE TIME TO PROCESS YOUR WHY? WHY DO YOU WANT TO COUNSEL?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
----	--	---------------------------------	--------------------------------

---

02	HAVE YOU SET GOALS THAT GUIDE YOUR WORK AS A COUNSELOR?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
----	---	---------------------------------	--------------------------------

---

03	HAVE YOU TAKEN TIME TO THINK ABOUT WHAT YOUR NEEDS ARE IN THIS SUPERVISION PROCESS?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
----	---	---------------------------------	--------------------------------

---

04	HAVE YOU CONSIDERED WHAT ARE YOUR PERSONAL EXPECTATIONS FOR YOUR SUPERVISOR?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
----	--	---------------------------------	--------------------------------

---

05	HAVE YOU RESEARCHED AND/OR PRACTICED NEW WAYS TO MANAGE STRESS?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
----	---	---------------------------------	--------------------------------

---

06	HAVE YOU CONSIDERED HOW PERSONAL BIASES AND/OR CHALLENGES MAY IMPACT YOUR WORK?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
----	---	---------------------------------	--------------------------------

---

07	HAVE YOU CONSIDERED PERSONAL COUNSELING TO HELP PROCESS PERSONAL NEEDS/TRAUMAS/ISSUES?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
----	--	---------------------------------	--------------------------------

---

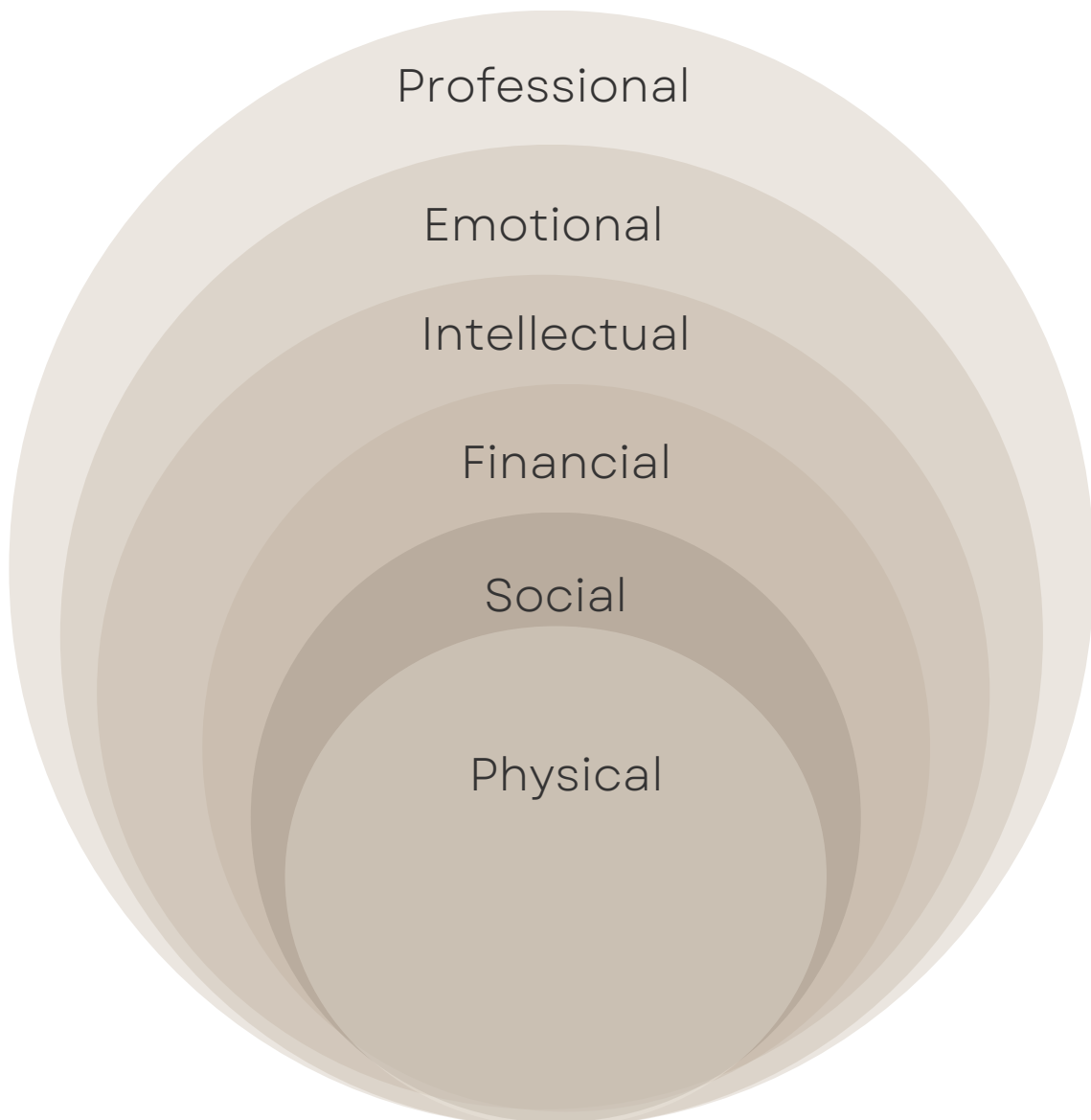
08	HAVE YOU MADE A LIST OF ALL YOUR INTERESTS AS IT PERTAINS TO THE COUNSELING PROFESSION?	YES <input type="checkbox"/>	NO <input type="checkbox"/>
----	---	---------------------------------	--------------------------------

---



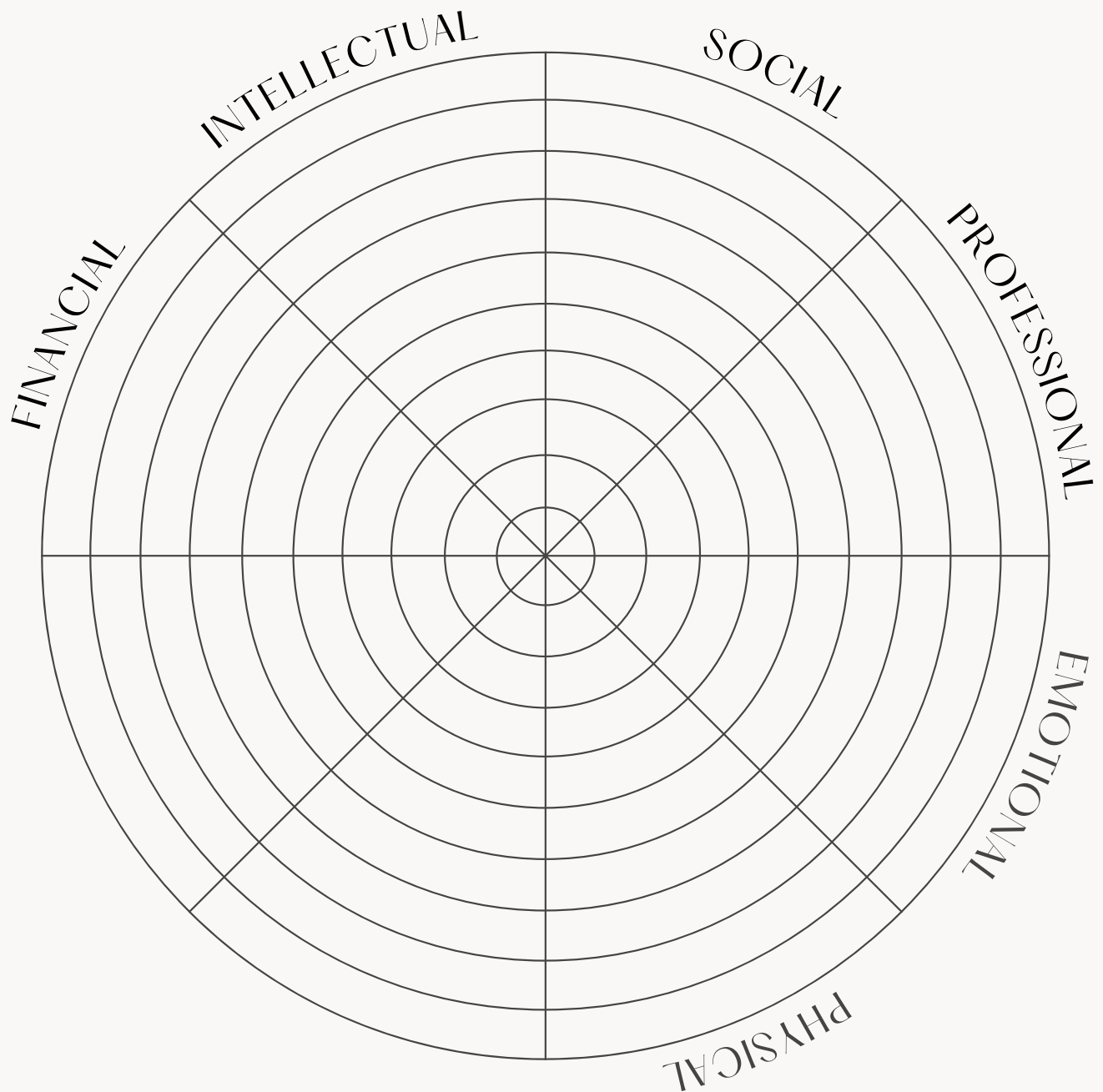
# DIMENSIONS OF COUNSELOR *Growth*

Your professional growth as a counselor is multi layered. Take some time to process and/or meditate on each of these areas below, as it pertains to your growth as a clinician. As you move through the supervision process, you should be sure to take some time to explore each layer indicated below.



# *WHEEL OF* COUNSELOR SUCCESS

THE WHEEL IS A GREAT TOOL THAT HELPS YOU BETTER UNDERSTAND WHAT YOU CAN DO TO MAKE YOUR FOCUS AS A NEW COUNSELOR MORE BALANCED. THINK ABOUT THE CATERGORIES BELOW, AS IT PERTAINS TO COUNSELING, & BRAINSTORM WHAT YOU WANT TO INTENSIONALLY FOCUS ON AS A COUNSELOR. USE THE ADDITIONAL SPACES AS NEEDED.



# *SMART* CLINICIAN GOALS

WHAT ARE SOME OF YOUR OVERALL PROFESSIONAL GOALS AS A COUNSELOR? USE THE QUESTIONS BELOW TO CREATE YOUR GOALS.

## PROFESSIONAL

---

S

### SPECIFIC

WHAT DO I WANT TO ACCOMPLISH?

M

### MEASURABLE

HOW WILL I KNOW WHEN IT IS ACCOMPLISHED?

A

### ACHIEVABLE

HOW CAN THE GOAL BE ACCOMPLISHED?

R

### RELEVANT

DOES THIS SEEM WORTHWHILE?

T

### TIME BOUND

WHEN CAN I ACCOMPLISH THIS GOAL?



*SMART*

# CLINICIAN GOALS

YOUR EMOTIONAL(INTELLIGENCE) GOALS CAN INCLUDE SELF-AWARENESS AND SELF MANAGEMENT. USE THE QUESTIONS BELOW TO CREATE YOUR GOALS.

## EMOTIONAL (INTLLELIGENCE)

S

### SPECIFIC

WHAT DO I WANT TO ACCOMPLISH?

M

### MEASURABLE

HOW WILL I KNOW WHEN IT IS ACCOMPLISHED?

A

### ACHIEVABLE

HOW CAN THE GOAL BE ACCOMPLISHED?

R

### RELEVANT

DOES THIS SEEM WORTHWHILE?

T

### TIME BOUND

WHEN CAN I ACCOMPLISH THIS GOAL?



*SMART*

# CLINICIAN GOALS

WHAT IS YOUR FINANCIAL FOCUS AND/OR ANGLE FOR YOUR WORK AS A COUNSELOR? WHAT ARE YOUR NEEDS? USE THE QUESTIONS BELOW TO GUIDE YOUR GOALS

## FINANCIAL

---

S

### SPECIFIC

WHAT DO I WANT TO ACCOMPLISH?

M

### MEASURABLE

HOW WILL I KNOW WHEN IT IS ACCOMPLISHED?

A

### ACHIEVABLE

HOW CAN THE GOAL BE ACCOMPLISHED?

R

### RELEVANT

DOES THIS SEEM WORTHWHILE?

T

### TIME BOUND

WHEN CAN I ACCOMPLISH THIS GOAL?





*SMART*

# CLINICIAN GOALS

COUNSELING CAN BE TOUGH, HOW WILL YOU DETERMINE YOUR SOCIAL NEEDS AS A COUNSELOR? NETWORKING, SUPPORT GROUPS, ETC. USE THE SPACE BELOW TO SET YOUR GOAL FOCUS.

## SOCIAL

---

S

### SPECIFIC

WHAT DO I WANT TO ACCOMPLISH?

M

### MEASURABLE

HOW WILL I KNOW WHEN IT IS ACCOMPLISHED?

A

### ACHIEVABLE

HOW CAN THE GOAL BE ACCOMPLISHED?

R

### RELEVANT

DOES THIS SEEM WORTHWHILE?

T

### TIME BOUND

WHEN CAN I ACCOMPLISH THIS GOAL?



*SMART*

# CLINICIAN GOALS

INTERESTS, SKILL-SET AND PROFESSIONAL DEVELOPMENT NEEDS ARE ALL THINGS TO BE CONSIDERED. USE THE QUESTIONS BELOW TO CREATE YOUR INTELLECTUAL GOALS.

## INTELLECTUAL

---

S

### SPECIFIC

WHAT DO I WANT TO ACCOMPLISH?

M

### MEASURABLE

HOW WILL I KNOW WHEN IT IS ACCOMPLISHED?

A

### ACHIEVABLE

HOW CAN THE GOAL BE ACCOMPLISHED?

R

### RELEVANT

DOES THIS SEEM WORTHWHILE?

T

### TIME BOUND

WHEN CAN I ACCOMPLISH THIS GOAL?



*SMART*

# CLINICIAN GOALS

WHERE, HOW, CLIENT CENTERED/FOCUSED, MEETING YOUR PROFESSIONAL NEED. YOUR PHYSICAL GOALS (LOCATION AND HOW YOU WILL DELIVER SERVICES ARE IMPORTANT. USE THE QUESTIONS BELOW TO CREATE YOUR GOALS.

## PHYSICAL

---

S

### SPECIFIC

WHAT DO I WANT TO ACCOMPLISH?

M

### MEASURABLE

HOW WILL I KNOW WHEN IT IS ACCOMPLISHED?

A

### ACHIEVABLE

HOW CAN THE GOAL BE ACCOMPLISHED?

R

### RELEVANT

DOES THIS SEEM WORTHWHILE?

T

### TIME BOUND

WHEN CAN I ACCOMPLISH THIS GOAL?





***"CONFRONT YOUR FEAR AND TURN THE MENTAL BLOCKS INTO BUILDING BLOCKS"***

Whatever you find your purpose to be while on this journey, consistently evaluate and reflect on where you are, take control of your career, challenge limiting beliefs, and give yourself room to grow. Purpose is unique to everyone, but as long as you remain focused, you will find your niche in this profession.

*Trust yourself.*

# Find your Purpose

*"YOU'VE GOT THIS"*  
(UNKNOWN)

Purpose can guide life decisions, influence behavior, shape goals, offer a sense of direction, and create meaning. For some people, purpose is connected to what we do—meaningful, satisfying work.



*YOUR GO TO*

# RESOURCE LIST

[LEANINMAKEBANK.COM/](https://leaninmakebank.com/)

THIS IS OUR GO TO WEBSITE FOR LOTS OF THINGS. THIS IS OUR GO TO WEBSITE FOR LOTS OF THINGS. THIS IS OUR GO TO WEBSITE FOR LOTS OF THINGS. THIS IS OUR GO TO WEBSITE FOR LOTS OF THINGS.



[WWW.POSITIVEPSYCHOLOGY.COM](https://www.positivepsychology.com)

PROVIDING MANY RESOURCES, ARTICLES, BLOG POSTS, GENERALLY SOME OF THE BEST INFORMATION YOU CAN USE REGARDING COUNSELING, COACHING, THERAPY AND MORE.



[WWW.GOODTHERAPY.ORG/BLOG](https://www.goodtherapy.org/blog)

THIS SITE SHARES ANY AND EVERYTHING YOU CAN THINK OF REGARDING SUPPORT FOR CLINICIANS. FROM PRACTICE MANAGEMENT SOFTWARE, TO CES, TO PROVATE PRACTICE CHAECKLISTS.



[WWW.ACTMINDFULLY.COM.AU/FREE-STUFF](https://www.actmindfully.com.au/free-stuff)

A VARIETY OF FREE WORKSHEETS, HANDOUTS, BOOK CHAPTERS, ARTICLES, AND MORE. ACCEPTANCE AND COMMITMENT THERAPY (ACT) IS A UNIQUE AND CREATIVE MODEL FOR BOTH THERAPY AND COACHING;

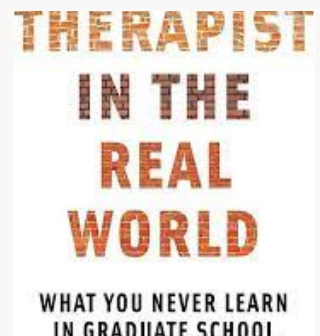
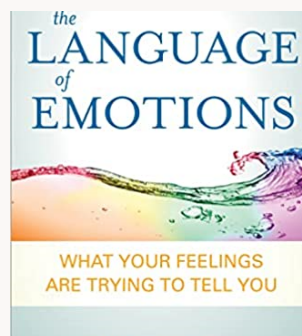
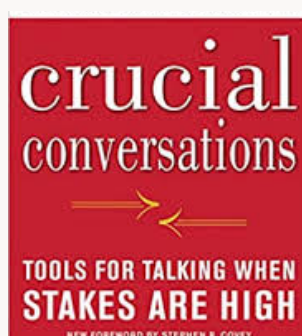
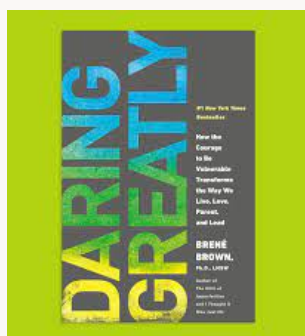
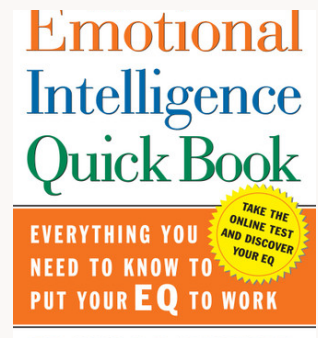
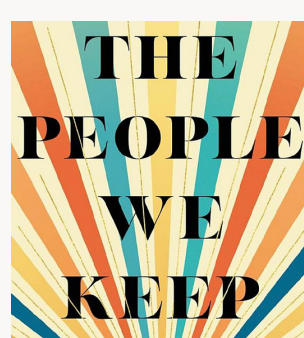
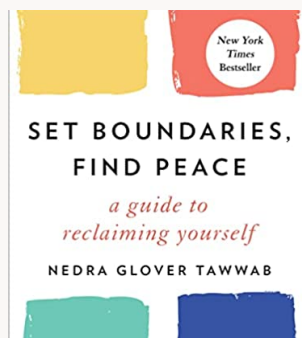
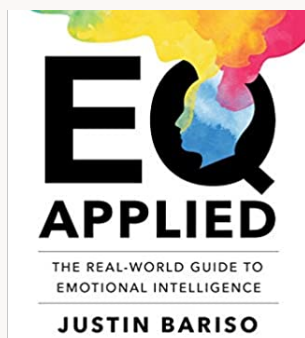
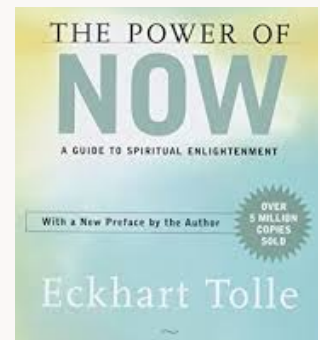
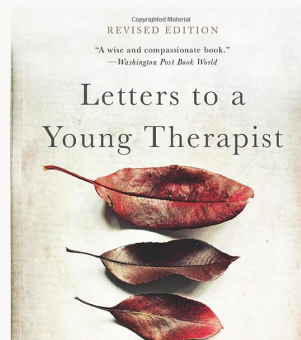
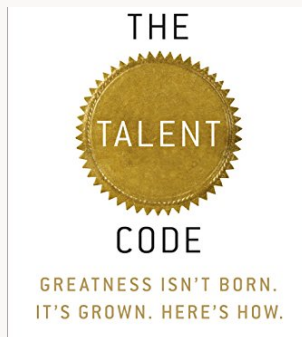
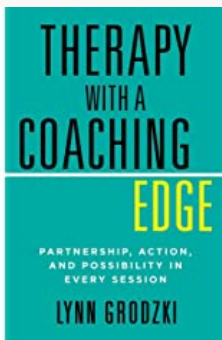




YOUR GO TO

# BOOK RESOURCE LIST

USE THIS GUIDE AS A STARTING POINT TO RESEACRH BOOKS THAT WILL SUPPORT YOUR JOURNEY AS A NEW HELPING PROFESSIONAL. PLEASE NOTE, THIS LIST IS NOT EXHAUSTIV. I INVITE YOU TO EXPLORE EVEN MORE READING MATERIAL THAT FITS YOUR PERSONAL JOURNEY.





# Supervision Log

[illegible]

# Supervision Log

[illegible]

# Supervision Log

[illegible]

# Supervision Log

[illegible]

# Supervision Log

[illegible]

# SUPERVISION HOURS LOG

			MONTH:	
WEEK OF	WORK ACTIVITY/NOTES	DIRECT HOURS	INDIRECT HOURS	TOTAL HOURS
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Associate Signature



# SUPERVISION HOURS LOG

			MONTH:	
WEEK OF	WORK ACTIVITY/NOTES	DIRECT HOURS	INDIRECT HOURS	TOTAL HOURS
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Associate Signature

# SUPERVISION HOURS LOG

			MONTH:	
WEEK OF	WORK ACTIVITY/NOTES	DIRECT HOURS	INDIRECT HOURS	TOTAL HOURS
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Associate Signature

# SUPERVISION HOURS LOG

			MONTH:	
WEEK OF	WORK ACTIVITY/NOTES	DIRECT HOURS	INDIRECT HOURS	TOTAL HOURS
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Associate Signature

# SUPERVISION HOURS LOG

			MONTH:	
WEEK OF	WORK ACTIVITY/NOTES	DIRECT HOURS	INDIRECT HOURS	TOTAL HOURS
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Associate Signature

# SUPERVISION HOURS LOG

			MONTH:	
WEEK OF	WORK ACTIVITY/NOTES	DIRECT HOURS	INDIRECT HOURS	TOTAL HOURS
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Associate Signature

# SUPERVISION HOURS LOG

			MONTH:	
WEEK OF	WORK ACTIVITY/NOTES	DIRECT HOURS	INDIRECT HOURS	TOTAL HOURS
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Associate Signature



# SUPERVISION HOURS LOG

			MONTH:	
WEEK OF	WORK ACTIVITY/NOTES	DIRECT HOURS	INDIRECT HOURS	TOTAL HOURS
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Associate Signature

# SUPERVISION HOURS LOG

			MONTH:	
WEEK OF	WORK ACTIVITY/NOTES	DIRECT HOURS	INDIRECT HOURS	TOTAL HOURS
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Associate Signature

# SUPERVISION HOURS LOG

			MONTH:	
WEEK OF	WORK ACTIVITY/NOTES	DIRECT HOURS	INDIRECT HOURS	TOTAL HOURS
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Associate Signature

# SUPERVISION HOURS LOG

			MONTH:	
WEEK OF	WORK ACTIVITY/NOTES	DIRECT HOURS	INDIRECT HOURS	TOTAL HOURS
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	
		:	:	

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Associate Signature

# Thank-you!

I'm so excited to work with you! Please reach out if you need anything!

This is just the beginning! My hope is that something here has ignited a spark that motivates you to begin your career as a clinician fully aware that you have the potential to do great things!



## Contact:

23144 Cinco Ranch Blvd  
Suite B #194  
Katy Tx, 77494



[www.thegenesiswellness.com](http://www.thegenesiswellness.com)  
[www.drmarymccullough.com](http://www.drmarymccullough.com)



[info@drmarymccullough.com](mailto:info@drmarymccullough.com)