

# DISCRIMINATION SUPERVISION MODEL

## Framework

### Teacher

*Lecture, instruct, and inform  
supervisee (se)*

**Focus; skills or function**

1. Process skills - *teaches how to open a session*
2. Conceptualization skills - *instruct on how to see themes and patterns.*
3. Personalization skills – *lecture about dealing with clients who are attracted to their therapist.*

### Counselor

*Assist them with their  
"blind spots" or ways they are  
"hooked" by a client's issue.*

**Focus; skills or function**

1. Process skills - *deals with Se nervousness in opening session*
2. Conceptualization skills - *assist Se in seeing blind spots to types of themes.*
3. Personalization skills – *process Se feelings about their client becoming attracted to them.*

### Consultant

*Colleague focused;  
sharing ideas, responsibility,  
resource & Brainstorming*

**Focus; skills or function**

1. Process skills - *brainstorms w/ Se on new techniques on opening sessions*
2. Conceptualization skills - *elicit/share about models dealing w/ Themes.*
3. Personalization skills - *sharing resources about clients who become attracted to Therapists*

*Utilizing Techniques  
from Counseling Models.*

*example:  
CBT  
(Modeling),  
Rogerian  
(Empathy),  
etc.*