
A FREE MINI-TOOL FROM NEIGHBOR'S KEEPER LLC

The 2-Minute Supervisor Self-Assessment

Are you a developing leader — or a draining manager?

8 domains

2 minutes

3 reflection questions

FOUR PATTERNS TO NOTICE UNDER STRESS

Control

Tightening the grip

Avoidance

Putting off the hard talk

Rescuing

Doing it for them

Criticism

Leading with what's wrong

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BEFORE YOU START

A quick, honest check-in

Effective supervision starts with self-assessment. Most supervisors can name what a struggling supervisee needs — far fewer stop to notice their own patterns under stress: do you tend toward control, avoidance, rescuing, or criticism?

Rate yourself honestly on each domain, 1 (low) to 4 (high).

There's no passing score — this is a mirror, not a test.

YOUR SELF-ASSESSMENT • CIRCLE ONE PER ROW

DOMAIN	1 LOW → 4 HIGH
Clear expectations	☐ 1 ☐ 2 ☐ 3 ☐ 4
Bias awareness	☐ 1 ☐ 2 ☐ 3 ☐ 4
Emotional safety	☐ 1 ☐ 2 ☐ 3 ☐ 4
Clinical growth support	☐ 1 ☐ 2 ☐ 3 ☐ 4
Reflective questioning	☐ 1 ☐ 2 ☐ 3 ☐ 4
Boundary maintenance	☐ 1 ☐ 2 ☐ 3 ☐ 4
Empathy plus accountability	☐ 1 ☐ 2 ☐ 3 ☐ 4
Follow-through	☐ 1 ☐ 2 ☐ 3 ☐ 4

Circle your scores, then turn the page to reflect.

My lowest domain: _____

What the mirror shows

Take a minute with each question. Short, honest answers are more useful than polished ones.

1. Where do I score lowest?

2. What do I do when I'm stressed?

Check the one that shows up most, then describe it.

☐ Control ☐ Avoidance ☐ Rescuing ☐ Criticism

3. What would a developing leader do differently?

WANT THE FULL TOOLKIT?

This is just one page of eight

This self-assessment is one section of **The RISE Supervision Toolkit** — a complete, practical workbook built for supervisors in mental health and social service settings who want supervision to be reflective, supportive, accountable, and clinically useful.

THE FULL TOOLKIT ALSO INCLUDES

YOU JUST DID THIS

The 2-Minute Self-Assessment

Eight domains and three reflection questions.

Reflect on Your Beliefs

Sentence stems that surface the assumptions driving your supervision style.

Two Patterns of Supervision

A side-by-side check on developing-leader vs. draining-manager habits.

Common Supervision Struggles

A quick reference for reading resistance, avoidance, and overload with curiosity instead of judgment.

The RISE Method

A repeatable structure — Review, Inquire, Support, Establish — plus a reusable session planner.

Three Case Scenarios

Rehearse your response to avoidance, defensiveness, and burnout before they show up in real supervision.

Your Implementation Plan

A Start / Stop / Continue plan you'll actually use.

The RISE Supervision Toolkit

Review · Inquire · Support · Establish

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