

Clinical Supervision & Problem Gambling Counseling

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With deep appreciation to Joanna Franklin and David Powell



Clinical Supervision

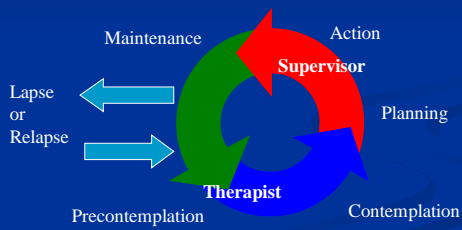
- Personal experiences with supervision:
 - How did you feel in your first supervision?
 - Most Valuable? What made it valuable?
 - Worst Experience? What made it difficult?



Clinical Supervision

- What are the goals of supervision?
- What are the similarities and differences between good supervision and good therapy?

Motivational Cycle





Problem Gambling
Counseling can
Be a Lonely
Business

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■ Roadblocks to Good Supervision

- Tries to just directly translate addiction treatment into gambling treatment
 - “all addictions are the same, I’ve done addictions for years, how different can it be...”

Supervision: Why Bother

“You know one if you see one” ---
Director of Substance Abuse Treatment Program,
Detroit VA



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What's the Difference



Evidence Based Practices



Require Ongoing Supervision

Ethics and Supervision



Boundaries
Confidentiality
Incorrect treatment
Incorrect diagnosis

When in doubt be human



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- Roadblocks to Good Supervision
- Unrealistic expectations: Counselors always “have it all together”
 - Can create an environment of denial
 - Cause counselors to hide problems
 - Prevent other team members from intervening

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■ Roadblocks to Good Supervision

- “I should know it all” – less likely to ask questions,
 - Or ask for help
 - When they do ask, they ask for answers
 - Hide lack of knowledge



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■ CAUTIONS

- Counseling gambling clients is a stressful job
- Higher caseloads, long hours, poor training and inadequate supervision are common challenges for today's clinical staff and supervisors
- As demands increase and resources decrease the counselor is caught in the middle
- Dedicated counselors often put their needs on *bold* to meet the needs of their clients.

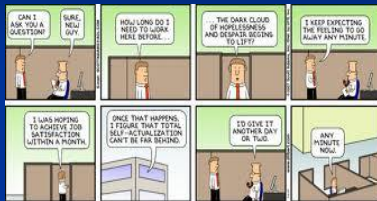
This eventually leads directly to.....

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■ **BURNOUT**

- Many counselors believe they *need to do it all*, and manage excessive workloads.
- Warning signs of burnout are seen as lack of competence.
- Proactive or prevention of burnout includes:

SUPERVISION





In the beginner's mind there are many possibilities, but in the expert's there are few.
- Shunryu Suzuki



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■ The Supervisory Process

- Establishment of a supportive, consultative relationship. *Focus: Gambling Treatment.*
- Establishment of a safe environment for learning and growth as a counselor

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■ The Supervisory Process

- Most direct level of responsibility is to the supervisee and ensuring this individual's professional development.
 - Involved dual goals of education and evaluation

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■ The Supervisory Process

- Obligation for the welfare and treatment of the client
 - To ensure that no harm is done
 - And that constructive, appropriate treatment is provided to the client
- Lesser indirect obligations to the reputation and the effectiveness of either the institution or the profession

Developmental Models of Supervision

- Counseling supervisees pass through a series of identifiable, sequential hierarchical stages
- Different supervisee needs exist across the different stages of development
- Counseling supervisors should vary their supervision to match the needs of their supervisees.

Developmental Process

- Knowledge
- Skills
- Theory
- Awareness
- Understanding
- Analysis and Comparison
- Synthesis and Integration



Facilitating Reflective Thinking

- Reflective Thinking:

The active, ongoing examination of the theories, beliefs, and assumptions that contribute to counselors' understanding of client issues and guide their choices for clinical interventions.

The practice through which counselors continually examine the therapeutic process in increasing levels of complex understanding and evaluation

Facilitating Reflective Thinking

■ Reflective Thinking:

Thoughtful reflective processing occurs when the counselor is:

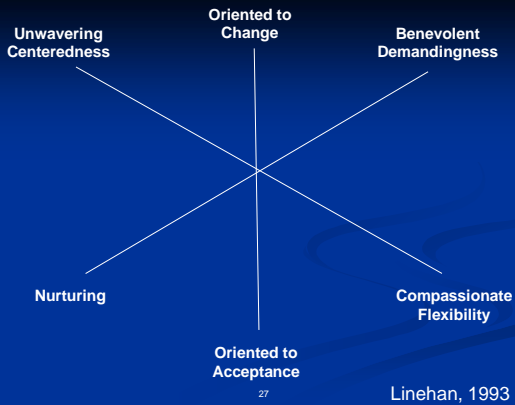
1. Actively attending to information received from the client
2. Applying theoretical knowledge to the situation
3. Deciding on optimal interventions



We all have our blind spots

Supervision helps see the bigger picture





As supervision improves so does Job satisfaction

Work-Life Balance!

Creating Environment for Growth

- What environment is most likely to facilitate growth and change?

Supervisory Perspective

- To be or to do?
- Mirror principle
 - A healing relationship begins with the therapist's (and supervisor's) healthy relationship with him/herself
- Self-Awareness
 - Reflection on one's motivation
 - Reflection on one's belief system
 - Reflection on one's limits
 - Reflection on the role of spirituality in one's life and work
- Self-Acceptance

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Supervisory Mindfulness Skills

- Acceptance
- Nonjudgmental
- Observant (self and others)
- Reflective Listening
- Awareness (self and others)
- Relaxed alertness
- Understanding
- Compassionate communication

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Supervisory Mindfulness Skills

- Persistence
- Patience
- Belief in efficacy of supervision
- Mindful risk taking

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Why Supervision Matters

- Raises standards of care
- Keeps Current
- Provides Feedback
- Reinforces Good Work
- Mentors/trains
- Assures Fidelity
- Helps Prevent Burnout
- Increases Job Satisfaction/Retention

Thank You

