**\*UPDATED\* Supervision Reflection on NU Leadership Framework**

**Scale:**

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| **#** | **Importance** | **Demonstration** | **Readiness** |
| 1 | Not applicable | No Demonstration | Unprepared – Requires substantial support |
| 2 | Not important | Poor Demonstration | Underprepared – Requires support |
| 3 | Not as important | Basic Demonstration | Prepared – Requires some support |
| 4 | Important | Strong Demonstration | Very Prepared – Requires little support |
| 5 | Very Important | Very Strong Demonstration | Completely Prepared – Requires no support |

**NU Leadership Concepts:** *Use the scale above. Refer to the NU Leadership Framework guide for descriptions.*

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| **Competency** | **Rank importance for supervisee’s role:** | **Rank supervisee’s demonstration of this:** | **Rank your readiness to develop your supervisee in this area:** | **Sites of Potential Development:** | **Notes:** |
| Understanding Self |
| Values Exploration |  |  |  |  |  |
| Strengths Development |  |  |  |  |  |
| Leadership Style |  |  |  |  |  |
| Social Identities |  |  |  |  |  |
| Resilience |  |  |  |  |  |
| Justice & Ethics |
| Cultural Humility & Perspective-Taking |  |  |  |  |  |
| Understanding Power |  |  |  |  |  |
| Equity, Privilege & Oppression |  |  |  |  |  |
| Interdependence |  |  |  |  |  |
| Strategy & Reasoning |
| Critical Thinking & Analysis |  |  |  |  |  |
| Planning & Decision-Making |  |  |  |  |  |
| Innovation |  |  |  |  |  |
| Systems Thinking |  |  |  |  |  |
| Building & Maintaining Relationships |
| Communication |  |  |  |  |  |
| Navigating Conflict |  |  |  |  |  |
| Group/ Community Development Process |  |  |  |  |  |
| Trust |  |  |  |  |  |
| Executing Change |
| Initiative & Follow-Through |  |  |  |  |  |
| Collaboration |  |  |  |  |  |
| Praxis (Action + Reflection) |  |  |  |  |  |
| Sustainability & Generativity |  |  |  |  |  |

**General Reflections:** *(from grid above)*

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| **Supervisee Areas of Strength:** |  |
| **Supervisee Areas of Growth:** |  |
| **Any other major reflections or take-aways** regarding either your Supervisee’s development or your supervision? (consider social identities, communication, learning and feedback styles) |  |

**Action Plan:** *Choose 1-2 learning objectives to focus on within supervision based on your cumulative reflections. This may also be co-developed with your Supervisee.*

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| **Learning Objective #1:** |  |
| Reflective and Developmental Questions: |  |
| Resources I may need from my Supervisor in order to better support my Supervisee: |  |
| **Learning Objective #2:** |  |
| Reflective and Developmental Questions: |  |
| Resources I may need from my Supervisor in order to better support my Supervisee: |  |