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The TPI Team Approach to Supervision

Thank you for considering applying to supervise at The Psychotherapy Institute. We'd like to provide some important information to you about our model of supervision, which emphasizes a team approach. Below you will find an overview of how supervision works at TPI, including the role and tasks of Supervisors.

The Supervisory Team

Each Staff Therapist (student in the Post-Graduate Training Program) has a Primary, a Secondary, and a Group Supervisor. If the caseload warrants it, a Tertiary Supervisor is added. Each individual Supervisor provides 1 hour of weekly supervision. These Supervisors make up the team, which also includes the Staff Therapist and the Associate Director.

Team Meetings

- Over the course of the 2-year training program, the team will meet a minimum of three 1.5-hour meetings. The first of these team meetings is held approximately 5 months after training begins; the second is at the end of the first year; and the third is at the end of training. These meetings serve the function of evaluating the Staff Therapists and providing the team with an opportunity to consult with each other.
- The Team meetings are organized by the Primary Supervisor. During the first half-hour of each meeting, the Supervisors and Associate Director meet without the Staff Therapist. This allows them to discuss concerns/issues and the expectations for the meeting.
- Written evaluations of the Staff Therapist are given at the end of the first and second year of training. Prior to the team meetings, the Supervisors send each other their written evaluations to enable all members of the team to read and consider one another's thoughts before the actual meeting.
- It is also expected that somewhere midway between meetings, the Primary Supervisor will arrange an in-person meeting or a conference call among the team to enable them to stay current with one another. Staff Therapists are not part of these conferences.

Other Considerations About the Team

- The teams are crucial in creating a holding and containing learning environment for the Staff Therapist; they provide *an opportunity to think about the interface of the Staff Therapist's work, the clients' material, the Staff Therapist's relationships with Supervisors, and the quality of the team's functioning.*
- The team is not limited by the above stated meetings, and anyone on the team is free to make additional contact if needed.
- The team model also provides new Supervisors with the opportunity to become more knowledgeable with the TPI culture.
- All TPI Supervisors are strongly encouraged to join a Supervisors Peer Group. These groups meet monthly, and provide a valuable experience to learn and think more about supervisory issues. In addition, they create a deeper connection to the TPI community. Supervisors new to TPI have the opportunity to be part of a peer group mentored by a senior Supervisor. After 6-12 months of benefiting from the mentoring, the group has the opportunity to continue to function as a freestanding group.
- TPI's programs are developed and run through various committees, and provide an excellent way for committee members to be more involved at the Institute. Supervisors are encouraged to participate on any committees of interest.