

# THE SUPERVISORY RELATIONSHIP QUESTIONNAIRE (SRQ)

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The following statements describe some of the ways a person may feel about his/her supervisor.

To what extent do you agree or disagree with each of the following statements about your relationship with your supervisor? Please tick the column which matches your opinion most closely.

	Strongly Disagree	Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Agree	Strongly Agree
<b>SAFE BASE SUBSCALE</b>							
1. My Supervisor was respectful of my views and ideas							
2. My supervisor and I were equal partners in supervision							
3. My supervisor had a collaborative approach in supervision							
4. I felt safe in my supervision sessions							
5. My supervisor was non-judgemental in supervision							
6. My supervisor treated me with respect							
7. My supervisor was open-minded in supervision							
8. Feedback on my performance from my supervisor felt like criticism							
9. The advice I received from my supervisor was prescriptive rather than collaborative							
10. I felt able to discuss my concerns with my supervisor openly							
11. Supervision felt like an exchange of ideas							
12. My supervisor gave feedback in a way that felt safe							
13. My supervisor treated me like an adult							
14. I was able to be open with my supervisor							
15. I felt if I discussed my feelings openly with my supervisor, I would be negatively evaluated							
<b>STRUCTURE SUBSCALE</b>							
16. My supervision sessions took place regularly							
17. Supervision sessions were structured							
18. My supervisor made sure that our supervision sessions were kept free from interruptions							
19. Supervision sessions were regularly cut short by my supervisor							
20. Supervision sessions were focused							
21. My supervision sessions were disorganised							
22. My supervision sessions were arranged in advance							
23. My supervisor and I both drew up an agenda for supervision together							
<b>COMMITMENT SUBSCALE</b>							
24. My supervisor was enthusiastic about supervising me							

25. My supervisor appeared interested in supervising me							
26. My supervisor appeared uninterested in me							
27. My supervisor appeared interested in me as a person							
28. My supervisor appeared to like supervising							
29. I felt like a burden to my supervisor							
30. My supervisor was approachable							
31. My supervisor was available to me							
32. My supervisor paid attention to my spoken feelings and anxieties							
33. My supervisor appeared interested in my development as a professional							
<b>REFLECTIVE EDUCATION SUBSCALE</b>							
34. My supervisor drew from a number of theoretical models							
35. My supervisor drew from a number of theoretical models flexibly							
36. My supervisor gave me the opportunity to learn about a range of models							
37. My supervisor encouraged me to reflect on my practice							
38. My supervisor linked theory and clinical practice well							
39. My supervisor paid close attention to the process of supervision							
40. My supervisor acknowledged the power differential between supervisor and supervisee							
41. My relationship with my supervisor allowed me to learn by experimenting with different therapeutic techniques							
42. My supervisor paid attention to my unspoken feelings and anxieties							
43. My supervisor facilitated interesting and informative discussions in supervision							
44. I learnt a great deal from observing my supervisor							
<b>ROLE MODEL SUBSCALE</b>							
45. My supervisor was knowledgeable							
46. My supervisor was an experienced clinician							
47. I respected my supervisor's skills							
48. My supervisor was knowledgeable about the organisational system in which they worked							
49. Colleagues appeared to respect my supervisor's views							
50. I respected my supervisor as a professional							
51. My supervisor gave me practical support							
52. I respected my supervisor as a clinician							
53. My supervisor was respectful of clients							
54. I respected my supervisor as a person							
55. My supervisor appeared uninterested in his / her clients							
56. My supervisor treated his / her colleagues with respect							

FORMATIVE FEEDBACK SUBSCALE							
57. My supervisor gave me helpful negative feedback on my performance							
58. My supervisor was able to balance negative feedback on my performance with praise							
59. My supervisor gave me positive feedback on my performance							
60. My supervisor's feedback on my performance was constructive							
61. My supervisor paid attention to my level of competence							
62. My supervisor helped me identify my own learning needs							
63. My supervisor did not consider the impact of my previous skills and experience on my learning needs							
64. My supervisor thought about my training needs							
65. My supervisor gave me regular feedback on my performance							
66. As my skills and confidence grew, my supervisor adapted supervision to take this into account							
67. My supervisor tailored supervision to my level of competence							

**Scoring Key**

	Scored 1 (Strongly Disagree) to 7 (Strongly Agree)
	<b>Reverse Scoring</b> Scored 7 (Strongly Disagree) to 1 (Strongly Agree)

**References:**

Palomo, M. (2004). Development and validation of a questionnaire measure of the supervisory relationship. Unpublished DClinPsych Thesis, Oxford University.

Palomo, M., Beinart, H. & Cooper, M. (in preparation), Development and validation of the Supervisory Relationship Questionnaire (SRQ) in a population of UK trainee clinical psychologists.

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