Five Good Things

1. Feeling energized during and after interactions
2. A sense of worth and mattering
3. Clarity about role and standing in relationship
4. Feeling productive in interactions
5. Desire for more and continued interactions

The five good things can be explored through various relational dynamics in RCS, including:

Supervisee — Supervisor
Supervisee — Client
Supervisee — Supervisee
Supervisee — Supervision Group

(Adapted by White & Allen from Miller, 1976)

Resources


Contact Information

Nicole Allen, MS, LPC, NCC
Certified Dancing Mindfulness Facilitator
Nicole.Allen@unt.edu

Mickey E. White, MS, LPC-Intern, NCC
Mickey.White@unt.edu

Doctoral students
University of North Texas

Relational-Cultural Supervision with Counselors-in-Training

Nicole Allen and Mickey E. White
University of North Texas
Presented at SACES 2018
What is RCT?

RCT was developed by scholars at the Stone Center at Wellesley Women’s College as a response to the needs of feminist thought in counseling and a better understanding of power dynamics in relationships (Jordan, 2009).

RCT believes in the **power of connection** through 7 core tenets:

1. People grow and move through and toward relationship throughout the lifespan
2. Movement toward mutuality rather than separation characterizes mature functioning
3. Relationship differentiation and elaboration characterize growth
4. Mutual empathy and mutual empowerment are at the core of growth - fostering relationships
5. Authenticity is necessary for real engagement in growth - fostering relationships
6. In growth-fostering relationships, all people contribute and grow or benefit
7. The goal of development is the realization of increased relational competence across the lifespan
   (Jordan, 2009)

---

**Relational-Cultural Supervision**

**Essential Practices** – RCT skill acquisition
- **Language** – can be adapted to fit supervisee’s theory language
- **Conceptualization** – provide education and modeling; include social context when discussing cases
- **Therapeutic techniques** – based in supervisee theory; supervisors provide modeling, education, and practice of technique

**Essential Processes** – promote relational development
- **Moving toward connection** – acknowledge disconnections in relationships in counseling and supervision, being present
- **Authenticity** – Share experiences that are relevant and move in positive direction (i.e. sharing experiences of defensiveness from supervisee); can be used in language as well (i.e. re-conceptualizing resistance into strategies of disconnection)
- **Fostering mutual empathy** – acceptance of supervisee developmental level and cognitive flexibility, also acceptance of uncertainty and ambiguity as well as competence; **radical respect** for client and for supervisee
- **Supported vulnerability** – recognize power dynamics in supervision; share appropriate growing edges as a supervisor and acknowledge mistakes in supervision and early training
- **Working with relational images** – explore past experiences of supervision and other relevant experiences
- **Building relational resilience** – respond appropriately to defensiveness, assumptions, and blaming
- **Acknowledging social context during training** – understand cultural context of privilege and oppression in counselor/client AND supervisor/supervisee relationship

**Client Welfare**
- **Ethical Practices** – Follow ethical codes and guidelines
- **Goodness of Fit** – Professional and clinical competence for client issues and appropriate consultation/supervision

---

**Disconnections in Supervision**

Disconnections in supervision result from a lack of the “Five Good Things”:
- E.g. Disagreement over approach
- Fear of evaluation
- Shaming in response to anxiety

**Address** disconnections by:
- Communicating empathy
- Radical Respect
- Supported vulnerability
- Fostering relational resilience
- Acknowledge social context
- Reframing resistance

Core of Supervisory Relationship is based in supporting both supervisee and supervisor

---

**Matrix of Elements in RCS Supervisory Relationship** (Abernathy & Cook, 2011)

- Mutual authenticity
- Mutual empathy
- Client welfare
- Goodness of fit
- Relational competence
- Social context