



### HI-PIC Process Group Supervision Guidelines

**Purpose:** Process Group Supervision provides an opportunity to examine and define the way we work together as a group of committed learners and future professionals. It also provides interns with discussion time with their peers, in order to promote group cohesion.

**Structure:** Under the leadership of a licensed psychologist affiliated with the HI-PIC internship program in a minimally-evaluative role, interns are provided the opportunity to process their internship and related experiences on an interpersonal, group, and systems level. The process group leader provides a framework for discussion. Concepts and themes related to the group include the cognitive-behavioral concept of valuing the present and future, the value of collegiality in the modern world, the ability to collaborate against the odds, mental modeling, and complaint versus commitment.

Through process group supervision, interns can come together as a group to discuss issues such as the intern and graduate student experience, navigating their internship site, and professional development issues such as preparing for licensure under the mentorship of a licensed psychologist.

The discussions that occur in process group are expected to be kept private by the group leader and the intern participants. The group leader will be required to report to the Training Committee or help facilitate the interns' report to the Training Committee if information is shared that relates to 1) direct harm or the threat of direct harm to any individual, 2) a process or incident that is resulting or could result in a significant negative impact on the level of training that interns are receiving through HI-PIC, 3) a process or incident that has the potential to negatively impact the reputation, public perception, or accreditation of the internship program.

Participants in the group are encouraged to rate and reflect on their participation in the group using the following scale.

## Group Process Supervision Self Rating Sheet

Please rate yourself on a scale of 1 – 10, 10 being the best performance imaginable from anyone:

\_\_\_\_\_ I made a sufficient number of contributions to the group such that any observer would identify me as a member of the group.

\_\_\_\_\_ I did not dominate the group process to the point that someone would describe me as a dominator.

\_\_\_\_\_ I made at least one pro-group comment during the process.

\_\_\_\_\_ I maintained positive, aspirational mental models of each and every group member.

\_\_\_\_\_ I envisioned the group as a cohesive whole, with me as an important group member (mental modeling of the group).

\_\_\_\_\_ I identified positive behaviors, contributions, or sensibilities of all group members.

\_\_\_\_\_ I balanced constructive feedback with strengths on a 4(strengths) to 1 (construction) ratio.

\_\_\_\_\_ I engaged in appropriate self-disclosure to the group.

\_\_\_\_\_ I made supportive comments toward other members who self-disclosed

\_\_\_\_\_ I made frequent use of the words "We" "us" and "together."

\_\_\_\_\_ I used the word "and" as an alternative to "but" on at least 4 out of 5 occasions.

\_\_\_\_\_ I re-framed my complaints as commitments to and from others

\_\_\_\_\_ I worked to cultivate an internal desire to be a part of this successful group.