Qualities of an Effective Supervisor/Mentor:

A supervisor/mentor is a seasoned practitioner who has learned to communicate to others the wisdom they have gained through practice. They exhibit
- low ego needs,
- ability to listen carefully,
- good professional skills,
- good boundaries,
- strong interpersonal skills,
- genuine interest in individual and communal flourishing.

Students say, “A Good Supervisor/Mentor...”*

- Is accessible and approachable to answer questions and discuss issues
- Provides training and learning opportunities
- Gives constructive feedback
- Assists in identifying strengths and weaknesses
- Provides assistance in establishing goals for growth
- Is consistent and reliable with supervision appointments
- Suggests resources such as books, periodicals, websites, community organizations
- Recommends knowledgeable professionals for consultation
- Follows through in a timely fashion with commitments made during supervision
- Gives encouragement through affirmation and specific praise
- Offers assistance in correcting mistakes
- Gives specific direction regarding rules, expectations, and boundaries
- Is proactive in offering assistance when he/she sees the intern struggling
- Provides structure, order, and is organized
- Models good relationship skills
- Is honest and truthful
- Is open-minded and flexible
- Is proactive in problem-solving
- Is knowledgeable and researches answers to questions he/she doesn’t know
- Is caring and empathetic
- Is a good listener and offers direction
- Acts as a mediator between the intern and site administrators and staff
- Is supportive and provides a safe supervision environment
- Is invested in the intern’s growth and success as a pastor/community leader
- Provides a variety of experiences and challenges
- Delegates and encourages intern to take on increasing responsibilities
- Offers regular evaluation of skills
- Checks in with intern about his/her emotional well-being
- Assesses for overwhelming feelings and burn-out
- Bolsters intern’s self-confidence