

Developmental Stages-*Integrated Developmental Model* –Supervisees & Supervisor

Level 1	Level 2	Level 3
Highly motivated	Building confidence	Professional identify
Uncertain or Overconfident	Assertive	Experience (wisdom)
Concrete thinking	Able to incorporate/try things	Critical thinking, objective
Anxiety	Focus more on client , overidentify	Accepts strengths & areas of growth
Comfort in what you know	Increased complexity shakes confidence	Autonomy
Skill focused & Self focus	More independent	Knows when to seek consultation