Authentic Accessibility

Presence and engagement

Supervision Suite · Topic families

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Part 1 · Slides

Authentic Accessibility

Genuine Openness & Professional Boundaries

INTRODUCTION

Authentic Accessibility

Genuine Openness & Boundaries

Authentic accessibility balances genuine openness to staff interaction with sustainable supervisory practices. It involves creating multiple pathways for engagement while ensuring accessibility feels genuine rather than performative.

Beyond 'open door policy'

Genuine welcoming vs. obligatory availability

Creating psychological safety

Sophisticated boundary management

Enabling spontaneous consultation

CORE CONCEPT

Genuine Welcoming Excellence

Creating the Environment

Creating environments where staff feel truly welcomed and valued when seeking guidance. Superficial openness creates barriers to meaningful interaction.

Consistent warmth and interest

Encouraging body language

Demonstrated pleasure in engagement

Natural and authentic welcoming

Valuing guidance-seeking behaviors

CORE CONCEPT

Multiple Pathway Creation

Diverse Access Options

Establishing diverse options for staff to access guidance that accommodate different personalities, urgency levels, and consultation needs.

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Various communication methods

Clear protocols for urgent/routine needs

Accommodating different personalities

Structured and unstructured opportunities

User-friendly access pathways

CORE CONCEPT

Boundary Management Mastery

Sustainable Openness

Skillfully balancing genuine openness with appropriate limits to protect wellbeing and maintain effectiveness. Sustainable accessibility prevents burnout.

Clear, consistent limits

Preventing overwhelm

Caring limit-setting

Protecting interaction quality

Balancing availability and other duties

CORE CONCEPT

Comfort and Safety Optimization

Psychological Safety

Creating conditions where staff feel secure seeking guidance without fear of judgment. Anxiety reduces the effectiveness of consultation.

Welcoming questions

Decreasing staff anxiety

Enabling honest disclosure

Unconditional safety

Supportive environments

CORE CONCEPT

Authenticity Excellence

Real vs. Performative

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Ensuring accessibility feels genuine and meaningful. Trust is built when openness stems from a genuine desire to support rather than obligation.

Natural consistency

Genuine desire to support

Aligning words and actions

Avoiding mixed messages

Building credibility

CORE CONCEPT

Spontaneous Interaction

Dynamic Supervision

Facilitating natural, unscheduled consultations enhances real-time decision making. Spontaneous interactions often provide high-value learning opportunities.

Encouraging natural consultation

Real-time guidance

Enhancing clinical workflow

Informal learning opportunities

Welcoming unscheduled moments

CONCLUSION

The Accessible Supervisor

Bridging Expertise and Practice

Authentic accessibility bridges supervisory expertise and staff utilization. It transforms supervision from scheduled events to a dynamic, responsive partnership.

Timely guidance

Improved clinical decisions

Enhanced professional development

Sustainable practices

Strengthened relationships

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Part 2 · Self-Assessment

Authentic Accessibility

Self-Assessment

Part 1: Vulnerabilities

Questions 1-35

1. My accessibility to staff feels more obligatory than genuinely welcoming.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

2. Staff members seem hesitant or uncomfortable approaching me with questions or concerns.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

3. My welcoming demeanor varies significantly based on my mood, stress level, or workload.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

4. I struggle to convey genuine interest when staff members seek guidance or support.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

5. My body language or verbal responses inadvertently discourage staff from approaching me.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

6. Staff members have limited or unclear options for accessing guidance when they need it.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

7. I rely primarily on scheduled supervision rather than creating multiple accessibility pathways.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

8. My accessibility pathways feel cumbersome or complicated for staff to navigate.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

9. Staff members are unsure about when or how to appropriately access my guidance.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

10. I lack systematic approaches for different types of consultation needs (urgent vs. routine).
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

11. I struggle to maintain appropriate professional boundaries while being accessible to staff.

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○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

12. My accessibility leads to feeling overwhelmed or burned out by constant staff demands.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

13. I have difficulty saying 'no' or setting limits when staff seek guidance inappropriately.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

14. My boundaries around accessibility feel unclear or inconsistent to staff members.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

15. I either over-protect my time or fail to protect it adequately, creating accessibility problems.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

16. Staff members appear anxious or worried when approaching me for guidance.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

17. I inadvertently create environments where staff feel judged for seeking help.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

18. My responses to staff questions sometimes increase rather than decrease their anxiety.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

19. Staff members avoid approaching me with certain types of concerns or questions.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

20. I struggle to create emotional safety that encourages staff to seek guidance freely.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

21. My accessibility feels performative or artificial rather than genuinely welcoming.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

22. Staff members seem to sense that my 'open door' policy is more theoretical than real.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

23. I maintain accessibility out of obligation rather than genuine desire to support staff.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

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24. My welcoming behavior feels forced or inconsistent with my natural communication style.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Never · Always

25. Staff members receive mixed messages about whether my accessibility is authentic.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Never · Always

26. I discourage or limit spontaneous interactions in favor of scheduled supervision only.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Never · Always

27. My accessibility fails to enable the natural consultations that enhance clinical work.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Never · Always

28. Staff members handle situations alone rather than seeking spontaneous guidance.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Never · Always

29. I miss opportunities for real-time consultation that could improve clinical outcomes.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Never · Always

30. My approach to accessibility prevents the informal learning that strengthens clinical practice.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Never · Always

31. My accessibility practices lead to personal burnout or stress that compromises my effectiveness.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Never · Always

32. I struggle to balance accessibility demands with other essential supervisory responsibilities.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Never · Always

33. My accessibility feels unsustainable over time, leading to periodic withdrawal or unavailability.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Never · Always

34. I lack strategies for maintaining accessibility during high-stress or high-demand periods.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Never · Always

35. My accessibility practices create more problems than they solve for both me and staff.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Never · Always

Part 2: Strengths

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Questions 36-70

36. I maintain consistently welcoming and supportive accessibility that feels authentic to staff.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

37. Staff members feel genuinely comfortable and welcomed when approaching me with questions or concerns.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

38. My welcoming demeanor remains consistent regardless of my mood, stress level, or workload.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

39. I convey authentic interest and engagement when staff members seek guidance or support.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

40. My body language and verbal responses consistently encourage staff to approach me for guidance.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

41. I provide diverse, clear pathways for staff to access guidance based on their needs and preferences.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

42. Staff members understand and can easily navigate multiple options for accessing supervision and support.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

43. I create accessibility options that accommodate different urgency levels and consultation types.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

44. My accessibility pathways feel user-friendly and appropriate for various staff personalities and needs.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

45. I maintain systematic approaches that make guidance access predictable and reliable for staff.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

46. I maintain appropriate professional boundaries while providing genuine accessibility to staff.

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○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

47. My accessibility feels sustainable and doesn't lead to burnout or overwhelming demands.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

48. I skillfully set limits and boundaries that protect both my wellbeing and staff development.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

49. My boundaries around accessibility feel clear, consistent, and reasonable to staff members.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

50. I balance protection of my time and energy with genuine availability for staff support.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

51. Staff members feel completely comfortable and safe approaching me with any professional concern.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

52. I create environments where seeking guidance feels supportive rather than judgemental.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

53. My responses to staff questions consistently decrease their anxiety and increase their confidence.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

54. Staff members readily approach me with both routine questions and sensitive concerns.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

55. I establish emotional safety that enables staff to seek guidance without fear or hesitation.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

56. My accessibility feels genuinely welcoming and authentic rather than performative or obligatory.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

57. Staff members experience my 'open door' policy as real and meaningful rather than theoretical.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

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58. I maintain accessibility based on genuine desire to support staff rather than mere obligation.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

59. My welcoming behavior feels natural and consistent with my authentic communication style.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

60. Staff members receive consistent messages about the genuine nature of my accessibility.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

61. I encourage and optimize spontaneous interactions that enhance clinical supervision and support.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

62. My accessibility enables natural consultations that improve real-time clinical decision-making.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

63. Staff members naturally seek spontaneous guidance that strengthens their clinical practice.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

64. I capitalize on opportunities for real-time consultation that improve clinical outcomes.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

65. My approach to accessibility promotes informal learning that enhances overall clinical effectiveness.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

66. My accessibility practices feel sustainable and support rather than compromise my long-term effectiveness.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

67. I successfully balance accessibility demands with other essential supervisory responsibilities.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

68. My accessibility remains consistent and reliable over time without leading to burnout or withdrawal.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

69. I maintain effective accessibility strategies during high-stress and high-demand periods.
○ 1 ○ 2 ○ 3 ○ 4 ○ 5

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Never · Always

70. My accessibility practices create positive outcomes for both me and staff members consistently.

○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Never · Always

Scoring guide

High Vulnerability: Significant accessibility challenges. Immediate attention needed.

Moderate Vulnerability: Notable areas for improvement limiting effectiveness.

Mild Vulnerability: Good accessibility but opportunities for strengthening.

Low Vulnerability: Excellent awareness and reliable openness.

Strong Accessibility: Robust capabilities creating optimal conditions for support.

Developing Accessibility: Established practices with room for growth.

Basic Accessibility: Beginning to implement approaches but need development.

Limited Accessibility: Insufficient openness for optimal staff development.

Strong Openness (>1.5): Capabilities substantially outweigh vulnerabilities.

Healthy Balance (1.26-1.5): Good foundation for effective support.

Moderate Balance (1.0-1.25): Capabilities slightly outweigh vulnerabilities.

High Risk (<1.0): Vulnerabilities outweigh capabilities. Requires attention.

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Part 3 · Worksheet

Authentic Accessibility Worksheet

Profile Understanding

Which accessibility dimension is your greatest strength?

What specific challenges have you noticed?

How has your approach evolved?

Strategic Development

Strategies for maintaining authentic accessibility:

Balancing openness with personal sustainability:

Ensuring accessibility during high-stress periods:

Action Planning

Priority Area 1

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Specific Capability

E.g., Multiple Pathway Creation

Measurable Goal

Action Steps

Timeline

Accountability

Priority Area 2

Specific Capability

Measurable Goal

Action Steps

Timeline

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Accountability

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Part 4 · Mind Map

Accessibility Map

Map your accessibility practices

Genuine Welcoming

Authentic interest and warmth.

Greeting styleBody languageUndivided attention

Add example...

Add example...

Multiple Pathways

Diverse access options.

Scheduled timesDrop-in hoursDigital access

Add example...

Boundary Management

Protecting wellbeing and effectiveness.

Focused work blocksClear limitsSustainable practices

Add example...

Comfort & Safety

Secure environment for questions.

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Non-judgmental responseEncouraging questionsSafe space

Add example...

Sustainability

Maintaining long-term capacity.

Energy managementSelf-careBalance

Add example...