Group Supervision Check-In

Supervision Suite · Supervision tools

CONTENTS

- Part 1 · Overview
- Part 2 · New Check-In

© The Recovery Files

Part 1 · Overview

Group Supervision Check-In

Helpers Helping Helpers

"The strongest clinical teams are the ones honest enough to say what they need."

Welcome to Group Supervision Check-In

A structured space for clinical teams to check in honestly — assessing mood, naming struggles, celebrating wins, identifying pinch points, and articulating what they actually need.

Five Dimensions of Check-In

Self-Assessment

Mood, stress, energy, and clinical confidence — honest numbers, not brave faces.

Struggles & Successes

Name what's hard AND what's working. Both matter equally.

Pinch Points

Where is the system squeezing you? Operational bottlenecks deserve attention.

What I Need

From supervision, from your team — specific asks get specific help.

Goals & Commitment

Realistic goals with timeframes and a commitment you'll actually keep.

"Group supervision is not a performance review. It is a clinical support system — a place where the helpers help each other by telling the truth about what the work is doing to them."

— Helpers Helping Helpers

© The Recovery Files

Part 2 · New Check-In

Check-In

How Are You Showing Up Today?

Honest assessment — this room is safe.

Before we talk about clients, cases, and workload — let's talk about the person doing the work. Rate yourself honestly.

Current Mood

Overall emotional state walking into this supervision session

○ 1 ○ 2 ○ 3 ○ 4 ○ 5 ○ 6 ○ 7 ○ 8 ○ 9 ○ 10

1 — Very Low10 — Excellent

Stress Level

How much stress are you carrying — professional AND personal

○ 1 ○ 2 ○ 3 ○ 4 ○ 5 ○ 6 ○ 7 ○ 8 ○ 9 ○ 10

1 — Minimal10 — Overwhelming

Energy Level

How much do you have in the tank right now?

○ 1 ○ 2 ○ 3 ○ 4 ○ 5 ○ 6 ○ 7 ○ 8 ○ 9 ○ 10

1 — Empty10 — Full

Clinical Confidence

How confident are you feeling in your clinical work this week?

○ 1 ○ 2 ○ 3 ○ 4 ○ 5 ○ 6 ○ 7 ○ 8 ○ 9 ○ 10

1 — Doubting10 — Confident

One Word

If you could describe where you are right now in one word — what would it be?

Struggles & Wins

Struggles

What's hard right now? Name it to tame it.

We cannot help each other with what we won't name. Select what applies, then describe what's really going on underneath.

☐ Client Resistance / Ambivalence

© The Recovery Files

- ☐ Crisis Situations
- ☐ Group Dynamics / Difficult Groups
- ☐ Documentation Backlog
- ☐ Boundary Challenges
- ☐ Countertransference
- ☐ Co-occurring Disorder Complexity
- ☐ Family Dynamics / Conflict
- ☐ Ethical Dilemma
- ☐ Feeling Ineffective
- ☐ Time Pressure / Rushing
- ☐ Compassion Fatigue
- ☐ Team Communication Issues
- ☐ Vicarious / Secondary Trauma
- ☐ Confidence / Imposter Feelings
- ☐ Personal Triggers Activated

Tell the truth about what's hard right now. What's the struggle behind the struggle?

Successes

What went right? Claim it.

We are trained to focus on problems. This section asks you to deliberately practice the opposite.

Client Win

A breakthrough, a shift, a moment of genuine connection...

Personal / Professional Win

Something you handled well, a boundary you held, growth you noticed...

© The Recovery Files

What's Going Well Overall

Big picture — what parts of your clinical work are you feeling good about?

Pinch Points

Where is the system squeezing you?

Pinch points are the operational bottlenecks and structural pressures that make your clinical work harder than it needs to be.

- ☐ Too many groups to facilitate
- ☐ Notes falling behind schedule
- ☐ Conflicting priorities from leadership
- ☐ Not enough supervision time
- ☐ Schedule constantly changing
- ☐ Short-staffed / covering for others
- ☐ EMR / technology frustrations
- ☐ Rapid client turnover / high census
- ☐ Insurance / authorization delays
- ☐ Discharge planning bottlenecks
- ☐ No breaks during the day
- ☐ Too many meetings

Describe the biggest bottleneck you're experiencing right now...

What I Need Help With

Asking for help is not weakness — it's wisdom.

What is the one thing that, if you got help with it, would make the biggest difference right now?

Right now, what I most need help with is...

Urgency:

© The Recovery Files

☐ Urgent — Need help today

☐ This week

☐ Ongoing

What I Need from Supervision

What would make this hour most valuable?

☐ Clinical guidance on a specific case

☐ Help with a group facilitation challenge

☐ Feedback on my clinical approach

☐ Support processing a difficult session

☐ Help prioritizing competing demands

☐ Training or skill development

☐ Help managing countertransference

☐ Permission to set a boundary

☐ Validation — I need to know I'm doing okay

☐ Problem-solving a systemic issue

☐ Help navigating an ethical gray area

☐ Debriefing after a crisis

Is there anything specific you want to bring to supervision today?

What I Need from My Team

We can't do this work alone.

☐ Better communication about shared clients

☐ Help covering a group or session

☐ Collaboration on treatment planning

☐ Accountability check from peers

☐ Emotional support / someone to vent to

☐ Help with a difficult family situation

☐ Coordination on discharge planning

☐ Shared coverage during high-census days

☐ Constructive feedback on my work

☐ Celebrating a client success together

© The Recovery Files

☐ Help problem-solving a workflow issue

☐ Team morale — we need connection

What would help most from your peers this week?

Goals

Goals for This Week

Specific. Measurable. Actually doable.

Not aspirations — commitments. What will you actually do between now and the next supervision session?

1

Most important goal...

☐ Today

☐ This Week

☐ Ongoing

2

Second goal...

☐ Today

☐ This Week

☐ Ongoing

3

Third goal (optional)...

☐ Today

☐ This Week

☐ Ongoing

Commitment Statement

© The Recovery Files

Say it out loud, then write it down.

Between now and next supervision, I commit to...

Closing

Biggest Takeaway

What is the one thing you want to carry out of this supervision session?

Gratitude

One thing you're grateful for in your work right now...

Scoring guide

. Which can you influence, and which need to escalate?
No sessions yet. Start your first supervision check-in.

© The Recovery Files