

Table 1.4
Discrimination Model Matrix (with examples)

	<i>Supervisor Roles</i>		
<i>Supervision Focus Areas</i>	<i>Teacher</i>	<i>Counselor</i>	<i>Consultant</i>
Counseling Performance Skills	Help counselor practice confrontation skills, paradoxical intervention, positive reframing, or gestalt two-chair technique	Work on skills needed to respond to a client's challenges, delivered in an empathic manner	Help counselor generate ideas about other interventions that might work with a client
Cognitive Counseling Skills	How does a family history of substance abuse influence the client's current behavior?	Reframe client's challenging behaviors as self-protection.	Work on understanding why a particular intervention didn't work with a family.
Self-awareness	Explain how counselor's reactions to client are informative about the client's self-presentation	Help counselor identify feelings of defensiveness in response to a client's challenging behaviors	Respond to counselor's request to explore negative feelings about a client
Professional Behaviors	Explain how an ethical standard applies to a client situation	Explore counselor's conflicting feelings about needing to break confidentiality	In an ethical situation, help generate options for responding to a client.

Based on Bernard (1979), Borders and Benschoff (1999), and Lanning (1986).