

An Intercultural Approach to Supervision and Training

Dr. Cheryl Forster

Licensed Psychologist & Intercultural Trainer

Bookmark Connections

Saturday, March 9th, 2024, from 9:00 am to 4:30 pm PT (online workshop)

Agenda

6-hour CE workshop; with a one-hour lunch break and two 15-minute breaks

Time (Pacific Time)	Description
9:00 to 9:15 am	Introduction to the day & intercultural communication
9:15 am to 11:15 am (includes 15-minute break)	Brief overview of the Developmental Model of Intercultural Sensitivity (DMIS) with a focus on key positions that most trainees tend to be in; discuss how to meet them where they are; a related training dilemma; use of a culture share activity
11:15 am to 12:00 pm	A developmental interaction model (applied to supervisor and supervisee)
12:00 pm to 1:00 pm	Lunch break
1:00 pm to 1:40 pm	Some key cultural dimensions; apply to feedback process
1:40 pm to 2:10 pm	Addressing shame and cancel culture
2:10 pm to 2:30 pm	Small group discussion
2:30 pm to 2:45 pm	15-minute break
2:45 pm to 3:00 pm	Discussion debrief
3:00 pm to 4:30 pm	Integrating a nervous system approach and applying it to relevant interactions and concepts

Workshop Description

One of our core responsibilities as supervisors is to contribute to our supervisees' development of cultural effectiveness, while also attending to our own growth in this area. It is impactful work that can also be hard work. These days it can sometimes feel like we are hearing more about the challenges related to supervision and training when it comes to diversity, social justice, and multicultural counseling, than anything else. Utilizing clear frameworks can help ground our work as supervisors when these issues occur.

This workshop will explore integrating an intercultural and nervous system approach to some of these potential challenges. Intercultural communication is generally not taught in graduate programs, but can complement and serve to strengthen and nuance traditional approaches to diversity, like social justice, and multicultural counseling. The developmental model used in intercultural communication can help pinpoint more specific ways to support supervisees. Moreover, the use of a trauma-informed nervous system framework can be applied to increase effectiveness in creating more communitarian cultures and working across differences.

While this workshop may not result in the easy answers we sometimes crave when it comes to these issues, it will offer some specific concepts, models, and considerations when it comes to being mentors in these areas.

Intermediate Level – This workshop is intended for participants who have taken at least one graduate course or workshop each in both diversity/multicultural counseling/social justice and supervision prior. You do not need to have any knowledges or background in intercultural communication to attend.

Learning Objectives

1. Describe three key positions from the Developmental Model of Intercultural Sensitivity (DMIS) and how they relate to supervisee development, in relationship to intercultural effectiveness
2. Identify one common training dilemma related to cultural competency goals
3. Discuss the main point of a developmental interaction framework and how it may impact the supervision relationship
4. Explain how at least one cultural dimension could impact the feedback process in supervision
5. Name at least two potential consequences of using shame as a strategy for learning and change when it comes to the development of intercultural effectiveness
6. Apply Polyvagal Theory to intercultural and supervision interactions in a learning context