

Supervisor Self-Assessment Guide

Source: Taken from the “Community Health Worker Assessment Toolkit” (Citation below)



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Although we do not provide a specific self-assessment tool for supervisors in this report, supervisor self- assessment is an important aspect of CHWs’ success. CHW supervisors can act as mentors, advocates, and coaches. Therefore, it is important to consider the effectiveness of CHW supervisors. This can be accomplished through self-assessment by the supervisor and also assessment of the supervisor by the CHW. Assessment questions may include:

- 1) What skills and qualities are necessary for a good CHW supervisor?
- 2) What are ways I can better support the CHWs I supervise?
- 3) Is the structure of supervision (individual vs. group) appropriate for the CHWs I supervise?
- 4) Is the frequency of supervision (monthly, weekly, biweekly, daily) appropriate for the CHWs I supervise?
- 5) Am I available outside of immediate supervisory time to provide feedback, discuss needs, and problem-solve?
- 6) Am I supervising a manageable number of CHWs (four to eight)?
- 7) Is the amount of time I spend supervising CHWs appropriate (45 minutes to one hour per interaction)?
- 8) How can I improve on the support I am providing to the CHWs I supervise?
- 9) Is the location of supervision (office, in the field, virtual) appropriate and meaningful?
- 10) Am I using motivational interviewing techniques in my supervision?
- 11) Am I providing training and professional development opportunities for the CHWs I supervise?

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CHW Self-Assessment Guide

The following questions can guide CHWs in self-reflection and growth. Questions are designed to be focused on interaction(s) with a specific client or family but could be adapted to include a CHW's general experiences. The questions can also serve as an assessment of supervisors and the overall effectiveness of the program.

- 1) How did you feel about working with your client and/or their family?

- 2) Did you feel that you were prepared for this particular client?

- 3) Did you feel that you had the resources you needed for this client and/or their family?

- 4) Are there any organizational resources that you needed but did not have?

- 5) Did you have the resources that you needed in the community?

- 6) Do you feel you need additional training to handle situations like this in the future?

- 7) What was the most challenging aspect of working with this client for you?

- 8) What did you enjoy most about working with this client and/or their family?

- 9) Is there anything you would do differently next time?

- 10) Are there any tools that would have made this situation better for you?