

## Fact sheet for the 5+1 internship program

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### Establishing a strong supervisory relationship

A provisional psychologist's internship is overseen and directed by an identified [Board-approved principal supervisor](#). Finding a suitable principal supervisor may take time and require negotiation with several potential supervisors.

A meeting with a potential supervisor could be used to:

- identify what areas the supervisor is trained in and has recent experience with, so they can confidently guide the provisional psychologist during the internship
- identify alternative supervision opportunities to help the provisional psychologist build core competencies not covered by the main supervisor.

### Questions to ask before seeking a supervisor

Before approaching a potential supervisor and starting supervised practice, it may be helpful to reflect on the following questions:

- Where am I working and what supervisory needs do I have in this setting?
- What are my expectations from supervision?
- What is my preferred learning style and what am I looking for in a supervisor?
- What are my professional goals?
- Do I have a career plan in mind, such as seeking specialisation in counselling, clinical or organisational psychology?
- Does my potential supervisor have skills and experience in the areas I'm interested in?
- What types of supervision would enable me to maximise my learning and professional development?

### The purpose of the supervisory relationship

The supervisor aims to guide and teach the provisional psychologist by:

- overseeing the development of the [professional competencies](#) and preparation for the [National Psychology Exam](#)
- providing opportunities for reflection, discussion and feedback on all elements of professional practice
- monitoring professional activities and standards of the provisional psychologist
- intervening in challenging situations by applying or imparting knowledge or skills not yet mastered by the provisional psychologist
- regularly evaluating the provisional psychologist's performance in the delivery of psychological services and procedures
- providing administrative guidance in practice settings
- facilitating the provisional psychologist's education and acquisition of skills
- ensuring each client knows that the provisional psychologist is practising psychology under supervision
- having oversight of the full range of the provisional psychologist's work, including research, communication, intervention and assessment
- addressing underperformance, providing periodic review and following processes to support performance

- offering timely feedback and monitoring the internship plan and associated paperwork.

#### [How to set up a good supervisory relationship](#)

To establish and formalise a mutually agreeable supervisory arrangement, the provisional psychologist and the principal supervisor should meet, discuss, and document in writing the following:

- meeting times and arrangements for cancellations of meetings
- payment arrangements, if relevant
- records and other documentation to be kept
- availability of the supervisor(s) outside of meetings
- expectations, rights and responsibilities of all parties
- reporting arrangements, including those that are part of the internship plan and other required reporting (e.g. in the workplace)
- processes for feedback
- policies for dealing with confidentiality and other ethical issues
- if a secondary supervisor has not been selected, discussion about an appropriate secondary supervisor is desirable.

This discussion may assist in the development of the [internship program plan](#), which must be completed by the provisional psychologist and the principal and secondary supervisor(s) as part of the s 5+1 internship application.

For further information on arranging a 5+1 internship, and supervision requirements, please refer to the [Guidelines for the 5+1 internship program](#).