



The following questions are framed to ensure that all elements and contexts have been considered prior to providing corrective feedback.

1. When is the last time you have seen your mentee demonstrate the targeted skill, protocol, program, administrative task, etc.?

2. Do you have a permanent product record that demonstrates that the mentee was trained to proficiency?

3. How consistently are you able to demonstrate this task?

4. Do you have record that all team members are able to demonstrate the targeted skill, protocol, program, administrative task, etc. proficiently?

5. Other than with clients, when is the last time that you provided one-on-one supervision with this mentee?

6. Do you know what the mentee's values are?

7. How have you been able to guide the mentee toward committed actions that might make this task more inline with their values (e.g., tools, supports, trainings, modified materials, modified data collection, etc.)?

8. How does the mentee prefer to receive feedback?

9. Do you have written record of the last time you delivered praise to the mentee?

10. Is there anything from your own supervision history that could be interfering with your ability to look at this problem from a different perspective?

11. Is there anything that you are not labeling that could be impacting your ability to objectively support your mentee (e.g., they said something that you perceived to be rude, they didn't accept your feedback the first time you gave it, they were late, etc.)



12. How do you model remaining in the present moment while providing supervision with this mentee?
13. Have you felt other barriers in your life competing with your ability to provide undivided supervision to your mentee?
14. When you complete this task, are you able to complete as described without straying away from the present moment?
15. When you place yourself in the place of the mentee, how could you perceive this task?
16. What steps have you taken that are inline with your own values prior to providing corrective feedback? (example: If you value being a leader, have you listened to the mentee about their concerns? Of if you value honesty, have you clearly set expectations prior to expecting the mentee to demonstrate the skill?)
17. When you feel fused with a situation, what do you do to practice defusion yourself?
18. When is the last time that you and your mentee have practiced defusion together? Or when is the last time that you have modeled defusion for your mentee?