

Role Play – Tackling Difficulties

Supervisor:

It was identified at the Mid-Placement Visit (MPV) 10 weeks ago that your trainee needed to develop their 'Therapeutic and Working Alliance', 'Psychological Assessment' and 'Supervision' competencies. Potential placement failure was discussed at this stage.

A plan of action and further written goals were agreed between yourself, the trainee and the Clinical Tutor. The trainee said that s/he was clear about what s/he needed to do in order to pass the placement.

Although the trainee has developed their 'Psychological Assessment' and 'Supervision' skills, you continue to have concerns regarding 'Therapeutic and Working Alliance'. The trainee struggles to show empathy and directs the conversation away from clients' emotional distress. Your colleagues within the Team have noted that the trainee seems disengaged and a bit aloof.

Your gut feeling is that you cannot make a recommendation to PASS the placement on the basis of the work you have seen over the course of the placement and that the specific goals agreed at Mid-Placement have not been achieved to a sufficient standard during the last 10 weeks. You have continued to provide clear and consistent feedback to the trainee throughout the placement.

Last week, your trainee told you that s/he has been having relationship difficulties for some time and that an elderly family member is critically ill in hospital. You need to discuss your concerns in supervision in a few minutes. You don't want to go 'too hard' on your trainee as you are aware of her /his personal issues – and you feel you can't 'just pass' the placement.

You need to tell the trainee that you will be making a recommendation to FAIL the placement - How will you manage this conversation?