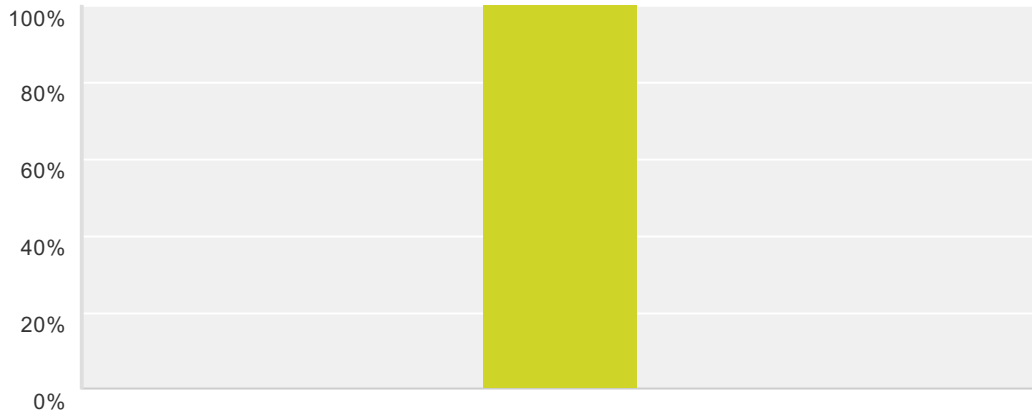


**Q34 Please confirm your status as a supervisee and/or supervisor by checking one of the boxes in this question, so that you will be directed to the right part of the survey for you**

Answered: 1 Skipped: 7

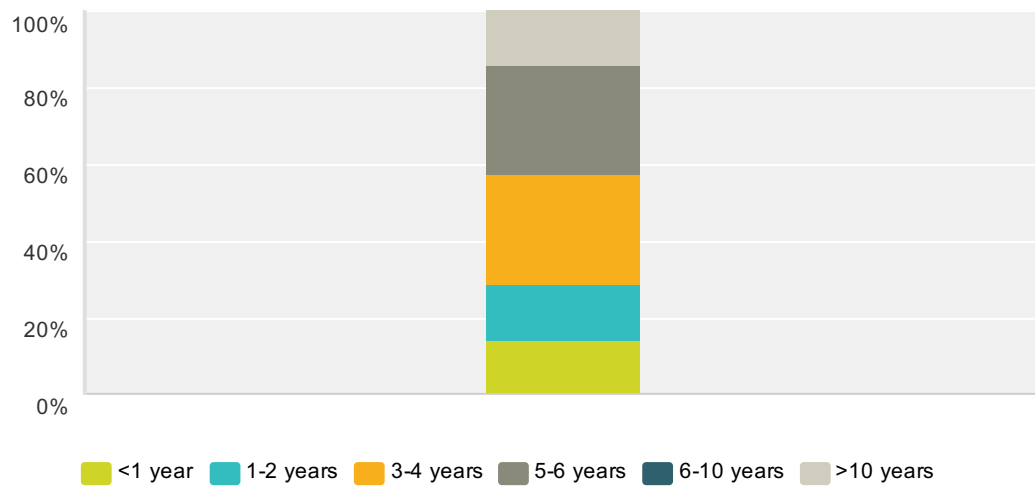


- ☒ I am supervised by others. This option is for (a) participants who are supervisees only and (b) participants who are both supervisors and supervisees
- ☐ I supervise others but am not supervised. This option is for participants who are supervisors only.

Answer Choices	Responses	
I am supervised by others. This option is for (a) participants who are supervisees only and (b) participants who are both supervisors and supervisees	100%	1
I supervise others but am not supervised. This option is for participants who are supervisors only.	0%	0
<b>Total</b>		<b>1</b>

### Q35 How long have you been in your current role?

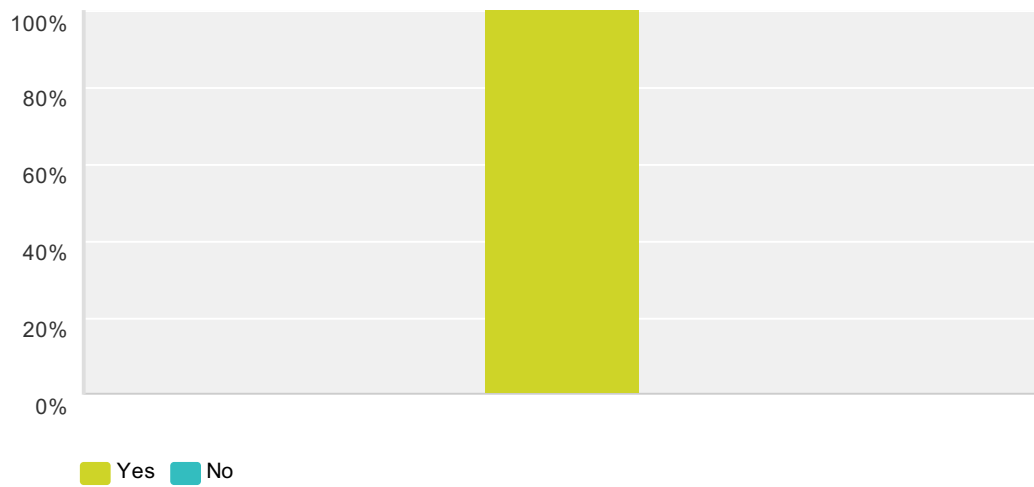
Answered: 7 Skipped: 1



Answer Choices	Responses	
<1 year	14.29%	1
1-2 years	14.29%	1
3-4 years	28.57%	2
5-6 years	28.57%	2
6-10 years	0%	0
>10 years	14.29%	1
<b>Total</b>		<b>7</b>

**Q36 Have you been supervised by more than one person in your current employment?**

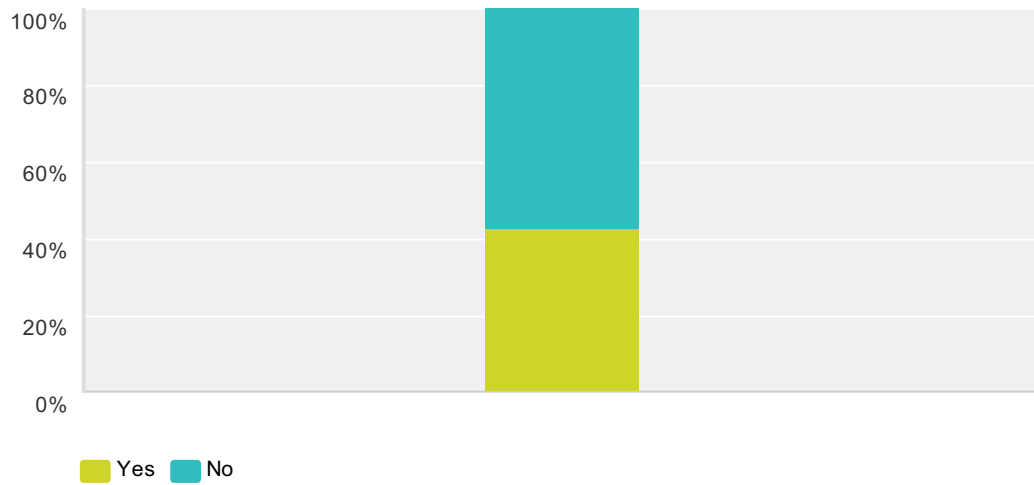
Answered: 8 Skipped: 0



Answer Choices	Responses	
Yes	100%	8
No	0%	0
Total		8

**Q37 If you answered "yes" to the previous question, has there been significant variation in approach taken by your different supervisors?**

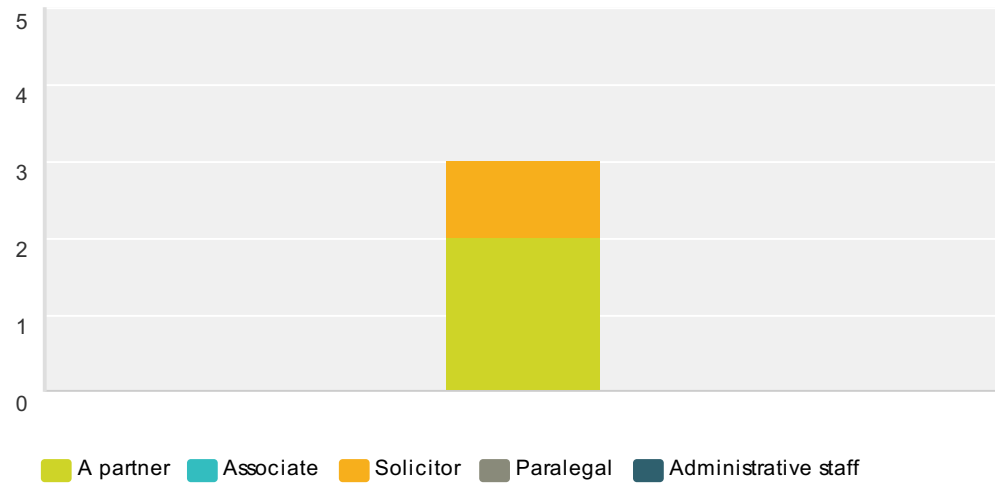
Answered: 7 Skipped: 1



Answer Choices	Responses	
Yes	42.86%	3
No	57.14%	4
<b>Total</b>		<b>7</b>

### Q38 Who supervises your current work? Please tick all that apply

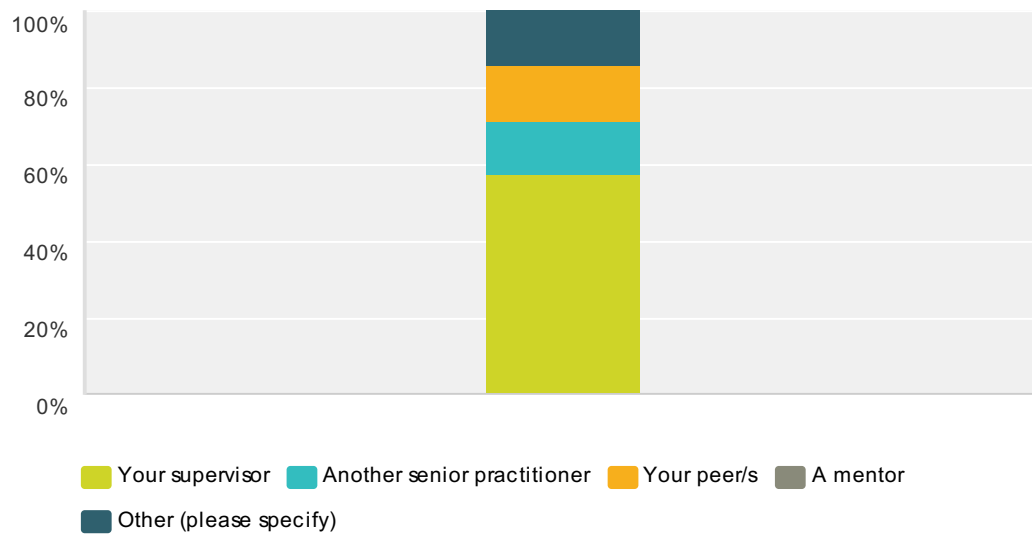
Answered: 3 Skipped: 5



Answer Choices	Responses	
A partner	66.67%	2
Associate	0%	0
Solicitor	33.33%	1
Paralegal	0%	0
Administrative staff	0%	0
Total Respondents: 3		

### Q39 Which of the following is the most important source of support in your work?

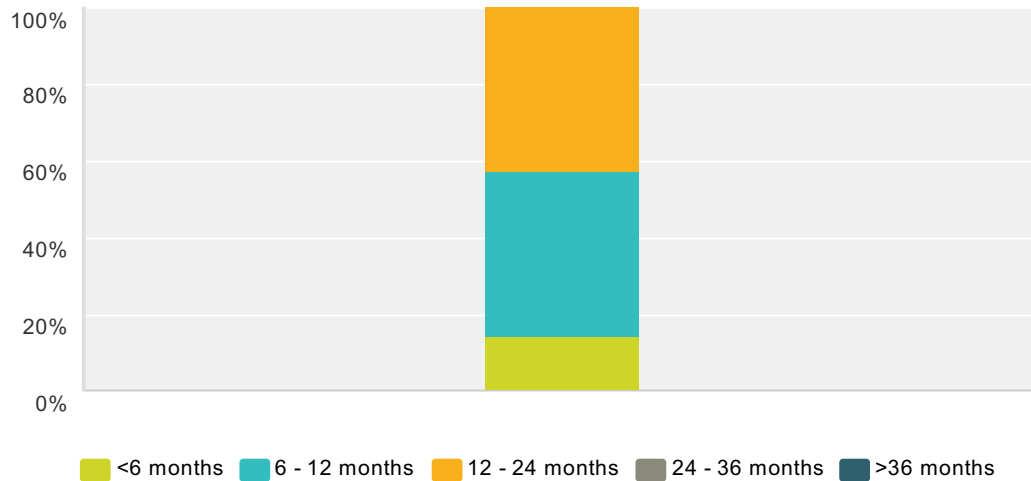
Answered: 7 Skipped: 1



Answer Choices	Responses	
Your supervisor	57.14%	4
Another senior practitioner	14.29%	1
Your peer/s	14.29%	1
A mentor	0%	0
Other (please specify)	14.29%	1
<b>Total</b>		<b>7</b>

**Q40 Please answer the remaining questions about your supervisor in relation to the person who plays the biggest role in your supervision. How long have they been your supervisor?**

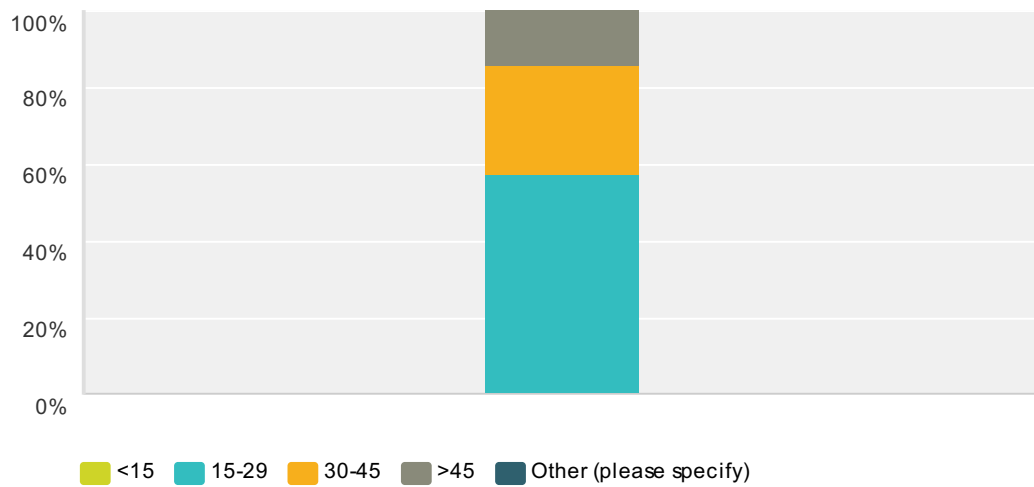
Answered: 7 Skipped: 1



Answer Choices	Responses	
<6 months	14.29%	1
6 - 12 months	42.86%	3
12 - 24 months	42.86%	3
24 - 36 months	0%	0
>36 months	0%	0
<b>Total</b>		<b>7</b>

### Q41 How much time do you spend meeting with your supervisor each week? (in minutes)

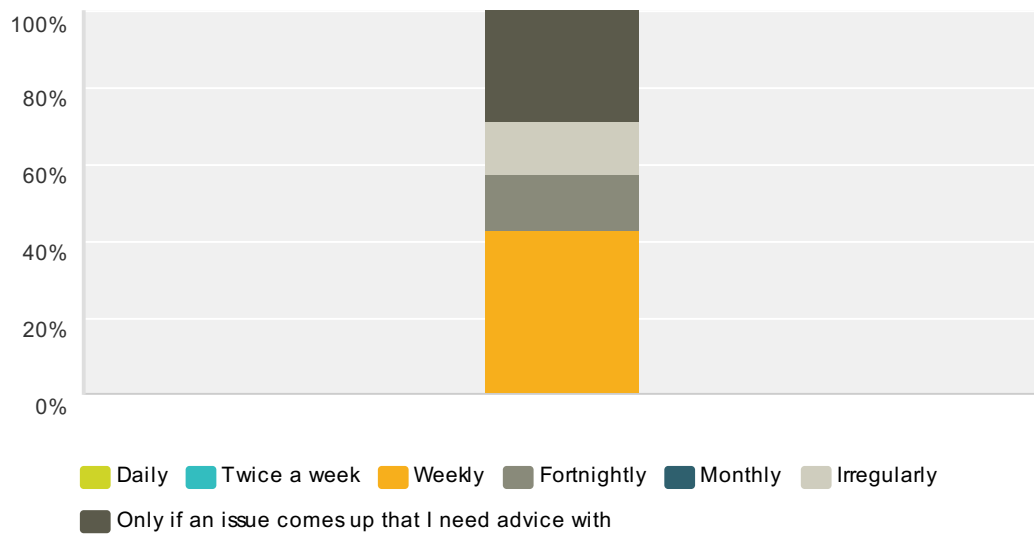
Answered: 7 Skipped: 1



Answer Choices	Responses	
<15	0%	0
15-29	57.14%	4
30-45	28.57%	2
>45	14.29%	1
Other (please specify)	0%	0
<b>Total</b>		<b>7</b>

## Q42 How often do you meet with your supervisor formally?

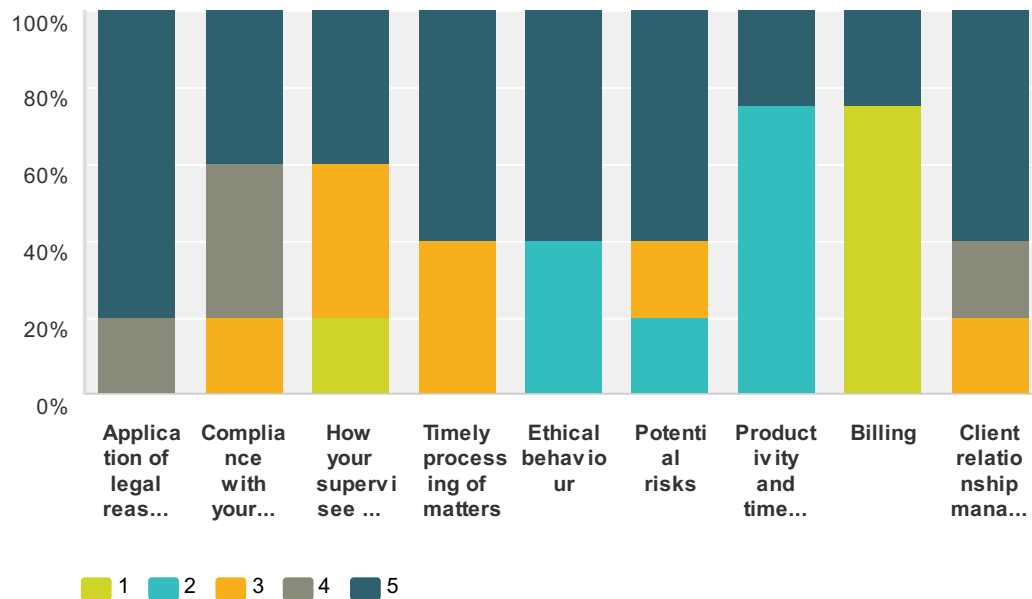
Answered: 7 Skipped: 1



Answer Choices	Responses	
Daily	0%	0
Twice a week	0%	0
Weekly	42.86%	3
Fortnightly	14.29%	1
Monthly	0%	0
Irregularly	14.29%	1
Only if an issue comes up that I need advice with	28.57%	2
<b>Total</b>		<b>7</b>

**Q43 To what extent does the supervision you receive focus on the following? Please choose from 1 (not at all) to 5 (a great deal)**

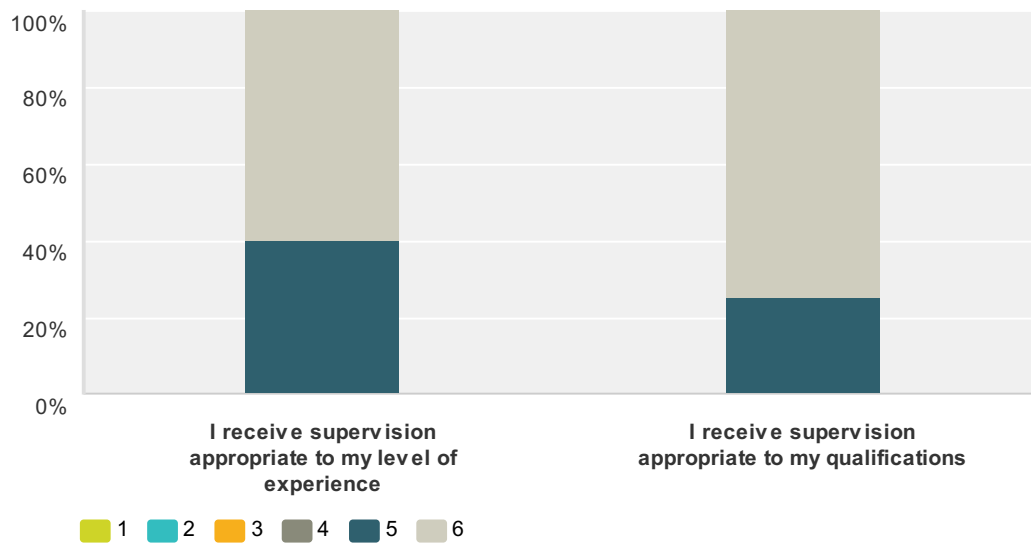
Answered: 5 Skipped: 3



	1	2	3	4	5	Total
Application of legal reasoning	0% 0	0% 0	0% 0	20% 1	80% 4	5
Compliance with your firm's systems	0% 0	0% 0	20% 1	40% 2	40% 2	5
How your supervisee is coping	20% 1	0% 0	40% 2	0% 0	40% 2	5
Timely processing of matters	0% 0	0% 0	40% 2	0% 0	60% 3	5
Ethical behaviour	0% 0	40% 2	0% 0	0% 0	60% 3	5
Potential risks	0% 0	20% 1	20% 1	0% 0	60% 3	5
Productivity and time recording	0% 0	75% 3	0% 0	0% 0	25% 1	4
Billing	75% 3	0% 0	0% 0	0% 0	25% 1	4
Client relationship management and service	0% 0	0% 0	20% 1	20% 1	60% 3	5

**Q44 Do you receive supervision that you feel is appropriate to your experience and/or qualifications? Please choose from 1 (not at all) through to 6 (very appropriate).**

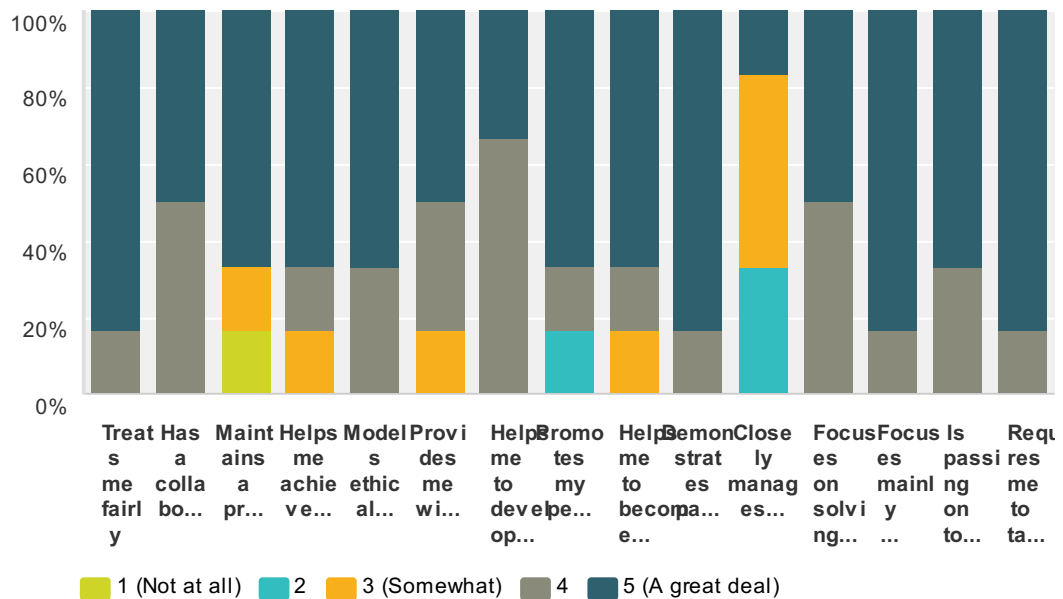
Answered: 5 Skipped: 3



	1	2	3	4	5	6	Total
I receive supervision appropriate to my level of experience	0% 0	0% 0	0% 0	0% 0	40% 2	60% 3	5
I receive supervision appropriate to my qualifications	0% 0	0% 0	0% 0	0% 0	25% 1	75% 3	4

## Q45 How descriptive are the following statements of your supervisor? My supervisor

Answered: 6 Skipped: 2



	1 (Not at all)	2	3 (Somewhat)	4	5 (A great deal)	Total
Treats me fairly	0% 0	0% 0	0% 0	16.67% 1	83.33% 5	6
Has a collaborative relationship with me	0% 0	0% 0	0% 0	50% 3	50% 3	6
Maintains a professional distance from me	16.67% 1	0% 0	16.67% 1	0% 0	66.67% 4	6
Helps me achieve ethical conduct and practice	0% 0	0% 0	16.67% 1	16.67% 1	66.67% 4	6
Models ethical conduct and practice	0% 0	0% 0	0% 0	33.33% 2	66.67% 4	6
Provides me with emotional support when needed	0% 0	0% 0	16.67% 1	33.33% 2	50% 3	6
Helps me to develop my technical skills	0% 0	0% 0	0% 0	66.67% 4	33.33% 2	6
Promotes my personal growth	0% 0	16.67% 1	0% 0	16.67% 1	66.67% 4	6
Helps me to become better at what I do	0% 0	0% 0	16.67% 1	16.67% 1	66.67% 4	6
Demonstrates patience and flexibility with me	0% 0	0% 0	0% 0	16.67% 1	83.33% 5	6
Closely manages my work	0% 0	33.33% 2	50% 3	0% 0	16.67% 1	6
Focuses on solving critical issues and problems that arise for me	0% 0	0% 0	0% 0	50% 3	50% 3	6
Focuses mainly on the best interests of our clients	0% 0	0% 0	0% 0	16.67% 1	83.33% 5	6

Is passing on to me his or her knowledge and experience

0%

0%

0%

33.33%

66.67%

## Supervision Practices Check 2013

is passing on to me most of her knowledge and experience	0%	0%	0%	33.33%	33.33%	6
	0	0	0	2	4	
Requires me to take responsibility for my work	0%	0%	0%	16.67%	83.33%	6
	0	0	0	1	5	

**Q46 What would you like more of from your supervisor, and why?**

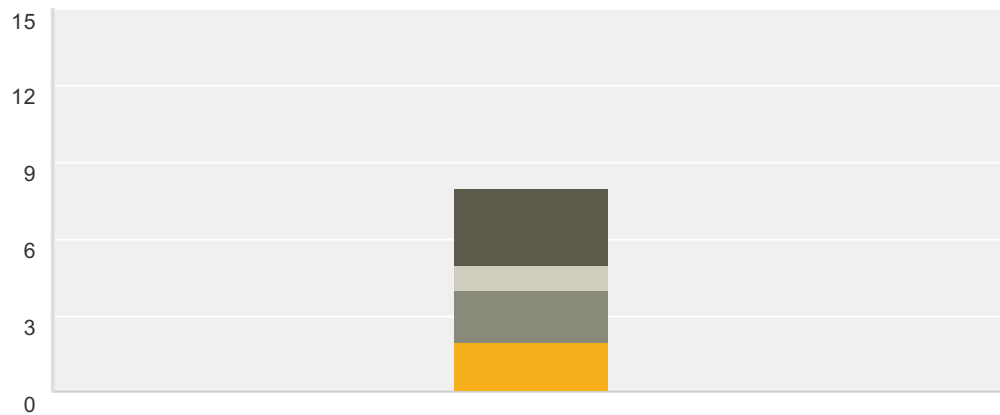
Answered: 2   Skipped: 6

**Q47 What would you like less of from your supervisor, and why?**

Answered: 1   Skipped: 7

### Q48 Have you received training or guidance on how to work constructively with your supervisor in any of the following ways?

Answered: 6 Skipped: 2



- Through in house courses
- Through induction training
- Through personal discussion with my supervisor
- Through other colleagues
- Through external training courses
- Through reading helpful publications that I have found
- I have not received training or guidance
- Other (please specify)

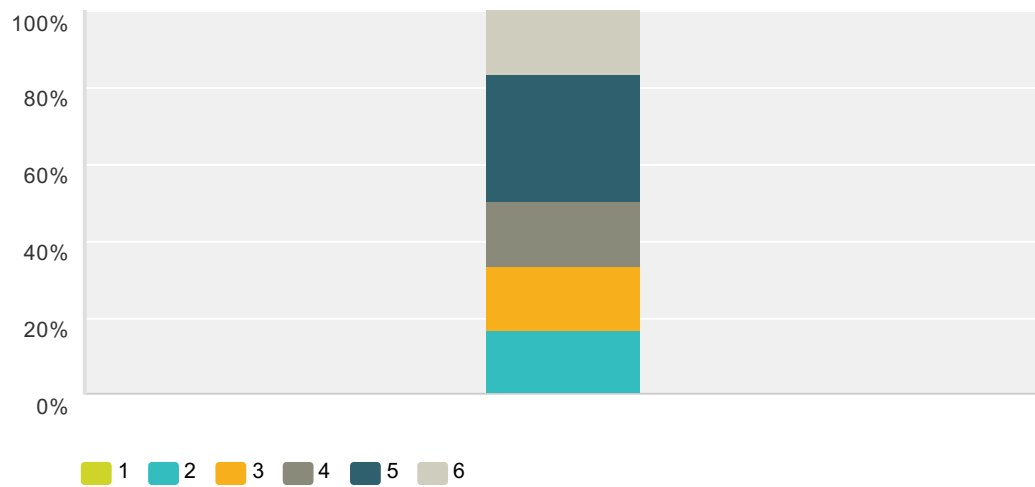
Answer Choices	Responses	
Through in house courses	0%	0
Through induction training	0%	0
Through personal discussion with my supervisor	33.33%	2
Through other colleagues	33.33%	2
Through external training courses	0%	0
Through reading helpful publications that I have found	16.67%	1
I have not received training or guidance	50%	3
Other (please specify)	0%	0
<b>Total Respondents: 6</b>		

**Q49 What further training and guidance on working with your supervisor would you find helpful?**

Answered: 2   Skipped: 6

**Q50 Do you feel able to disagree with your supervisor? Please choose from 1 (not at all) through to 6 (to a great extent)**

Answered: 6 Skipped: 2



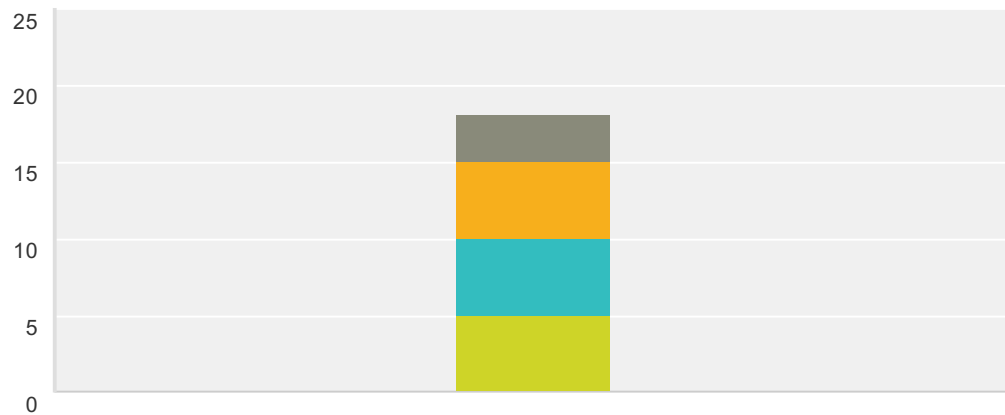
Answer Choices	Responses	
1	0%	0
2	16.67%	1
3	16.67%	1
4	16.67%	1
5	33.33%	2
6	16.67%	1
<b>Total</b>		<b>6</b>

**Q51 If you have a disagreement with your supervisor, how is it addressed?**

Answered: 4   Skipped: 4

**Q52 If you make a mistake that may have serious consequences how does your supervisor respond? (Tick all that apply)  
He or she....**

Answered: 5 Skipped: 3

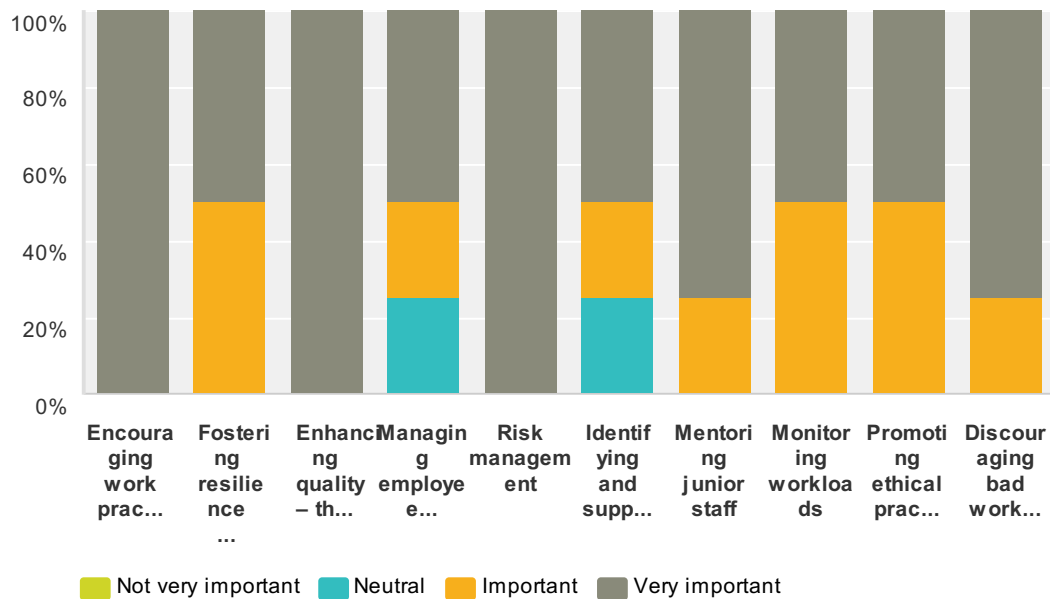


- rectifies the problem and avoids consequences for the client and our practice
- supports me in my attempts to rectify the problem
- turns it into a learning experience for me
- is tolerant of my making mistakes once but not a second time
- is quite unforgiving if I make serious mistakes
- would not tolerate my making mistakes and so if I do I try to rectify them myself
- quickly loses faith in my skills

Answer Choices	Responses	
rectifies the problem and avoids consequences for the client and our practice	100%	5
supports me in my attempts to rectify the problem	100%	5
turns it into a learning experience for me	100%	5
is tolerant of my making mistakes once but not a second time	60%	3
is quite unforgiving if I make serious mistakes	0%	0
would not tolerate my making mistakes and so if I do I try to rectify them myself	0%	0
quickly loses faith in my skills	0%	0
<b>Total Respondents: 5</b>		

## Q53 How would you rate the importance of the following possible aims for supervision?

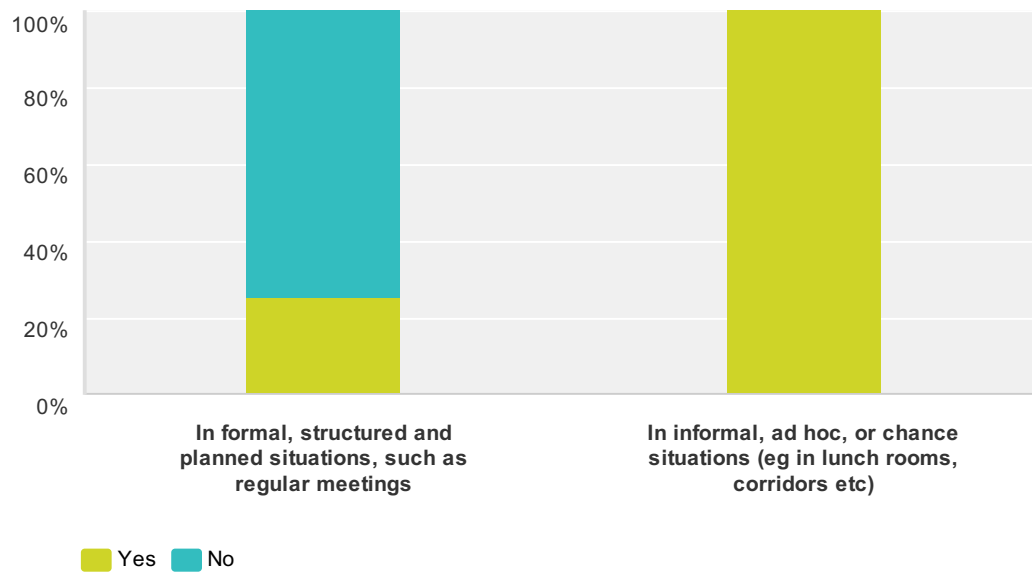
Answered: 4 Skipped: 4



	Not very important	Neutral	Important	Very important	Total
Encouraging work practices that are sustainable in the long-term	0% 0	0% 0	0% 0	100% 4	4
Fostering resilience in employees	0% 0	0% 0	50% 2	50% 2	4
Enhancing quality – this could relate to accuracy, timeliness, value for money, ethical soundness or suitability for task	0% 0	0% 0	0% 0	100% 4	4
Managing employee wellbeing	0% 0	25% 1	25% 1	50% 2	4
Risk management	0% 0	0% 0	0% 0	100% 4	4
Identifying and supporting staff facing personal difficulties	0% 0	25% 1	25% 1	50% 2	4
Mentoring junior staff	0% 0	0% 0	25% 1	75% 3	4
Monitoring workloads	0% 0	0% 0	50% 2	50% 2	4
Promoting ethical practices	0% 0	0% 0	50% 2	50% 2	4
Discouraging bad workplace conduct such as bullying	0% 0	0% 0	25% 1	75% 3	4

### Q54 Where do you find the most valuable supervision occurs?

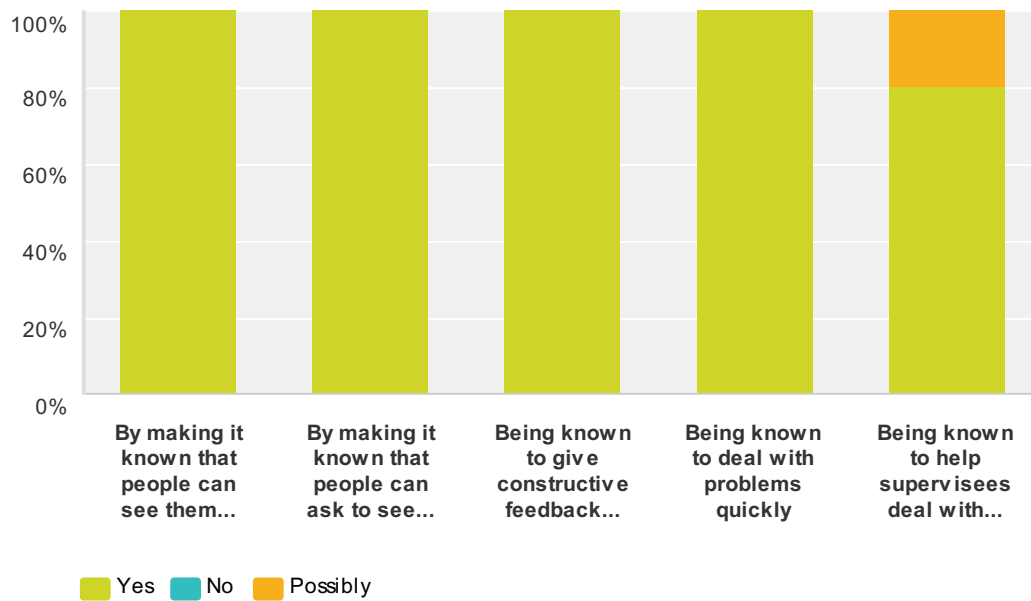
Answered: 5 Skipped: 3



	Yes	No	Total
In formal, structured and planned situations, such as regular meetings	25% 1	75% 3	4
In informal, ad hoc, or chance situations (eg in lunch rooms, corridors etc)	100% 5	0% 0	5

## Q55 How can supervisors ensure they are approachable?

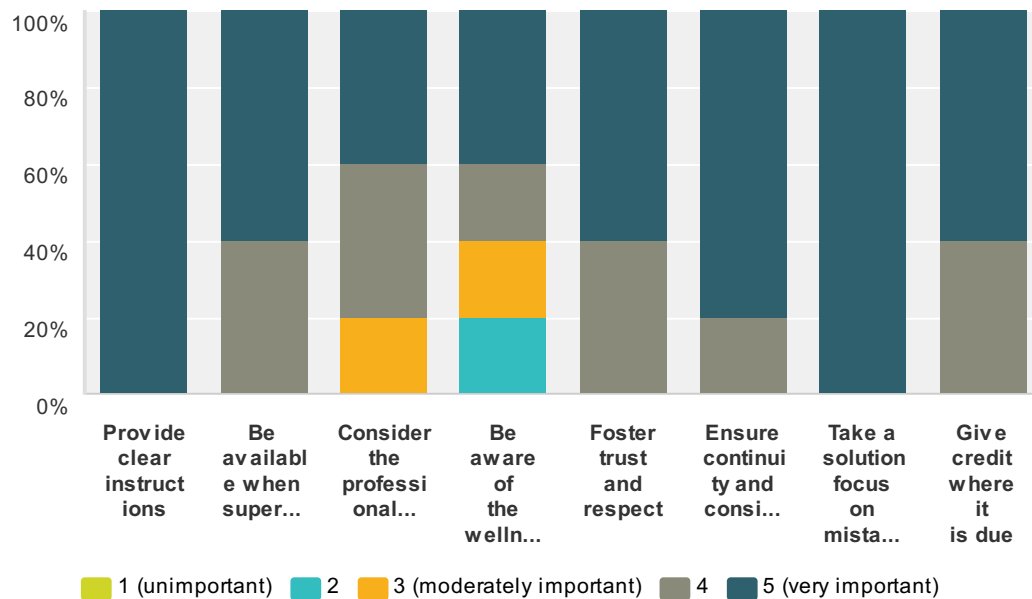
Answered: 5 Skipped: 3



	Yes	No	Possibly	Total
By making it known that people can see them about any issue	100% 5	0% 0	0% 0	5
By making it known that people can ask to see them at any time	100% 5	0% 0	0% 0	5
Being known to give constructive feedback where possible	100% 5	0% 0	0% 0	5
Being known to deal with problems quickly	100% 5	0% 0	0% 0	5
Being known to help supervisees deal with problems themselves	80% 4	0% 0	20% 1	5

## Q56 How important are the following to fostering effective performance from staff? Supervisors should

Answered: 5 Skipped: 3

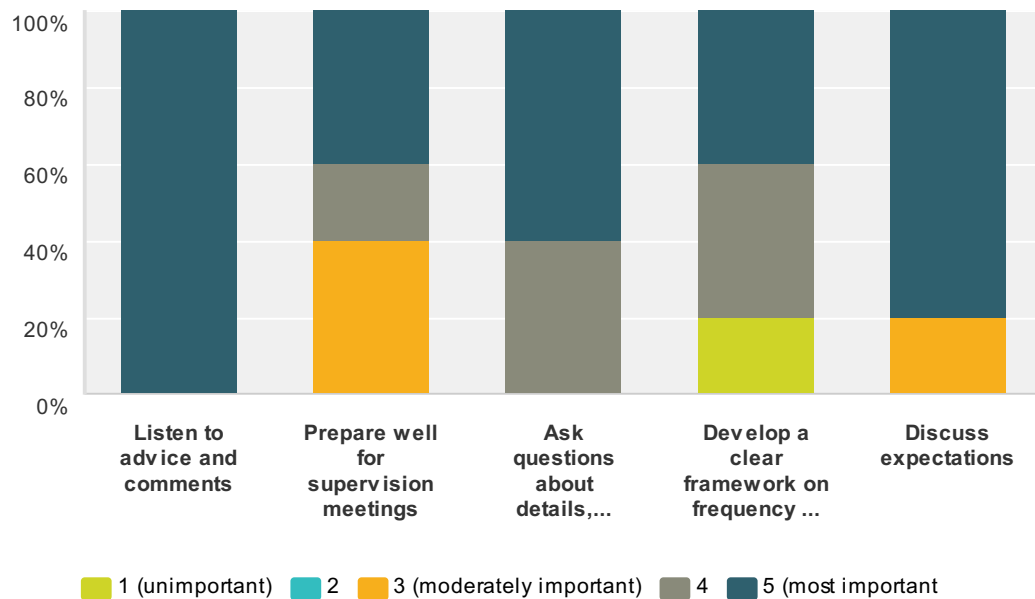


	1 (unimportant)	2	3 (moderately important)	4	5 (very important)	Total
Provide clear instructions	0% 0	0% 0	0% 0	0% 0	100% 5	5
Be available when supervisees need help or direction	0% 0	0% 0	0% 0	40% 2	60% 3	5
Consider the professional development of their supervisees	0% 0	0% 0	20% 1	40% 2	40% 2	5
Be aware of the wellness of their supervisees	0% 0	20% 1	20% 1	20% 1	40% 2	5
Foster trust and respect	0% 0	0% 0	0% 0	40% 2	60% 3	5
Ensure continuity and consistency	0% 0	0% 0	0% 0	20% 1	80% 4	5
Take a solution focus on mistakes (rather than blame)	0% 0	0% 0	0% 0	0% 0	100% 4	4
Give credit where it is due	0% 0	0% 0	0% 0	40% 2	60% 3	5

## Q57 How can supervisees contribute to their being effectively supervised?

### Supervisees can make sure they

Answered: 5 Skipped: 3



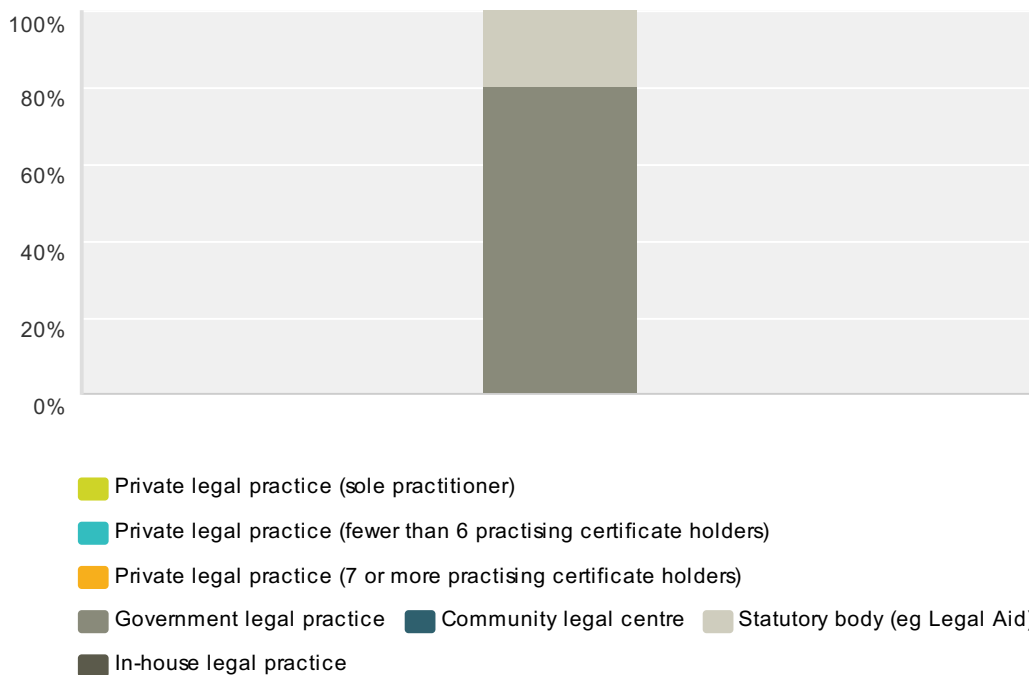
	1 (unimportant)	2	3 (moderately important)	4	5 (most important)	Total
Listen to advice and comments	0% 0	0% 0	0% 0	0% 0	100% 5	5
Prepare well for supervision meetings	0% 0	0% 0	40% 2	20% 1	40% 2	5
Ask questions about details, timelines, priorities	0% 0	0% 0	0% 0	40% 2	60% 3	5
Develop a clear framework on frequency of meetings	20% 1	0% 0	0% 0	40% 2	40% 2	5
Discuss expectations	0% 0	0% 0	20% 1	0% 0	80% 4	5

**Q58 What advice would you give to a new colleague about how to make the supervision relationship as productive as possible?**

Answered: 3 Skipped: 5

## Q59 What best describes the legal practice where you work?

Answered: 5 Skipped: 3



Answer Choices	Responses	
Private legal practice (sole practitioner)	0%	0
Private legal practice (fewer than 6 practising certificate holders)	0%	0
Private legal practice (7 or more practising certificate holders)	0%	0
Government legal practice	80%	4
Community legal centre	0%	0
Statutory body (eg Legal Aid)	20%	1
In-house legal practice	0%	0
<b>Total</b>		<b>5</b>

**Q60 If private legal practice, what best describes the majority of your client base?**

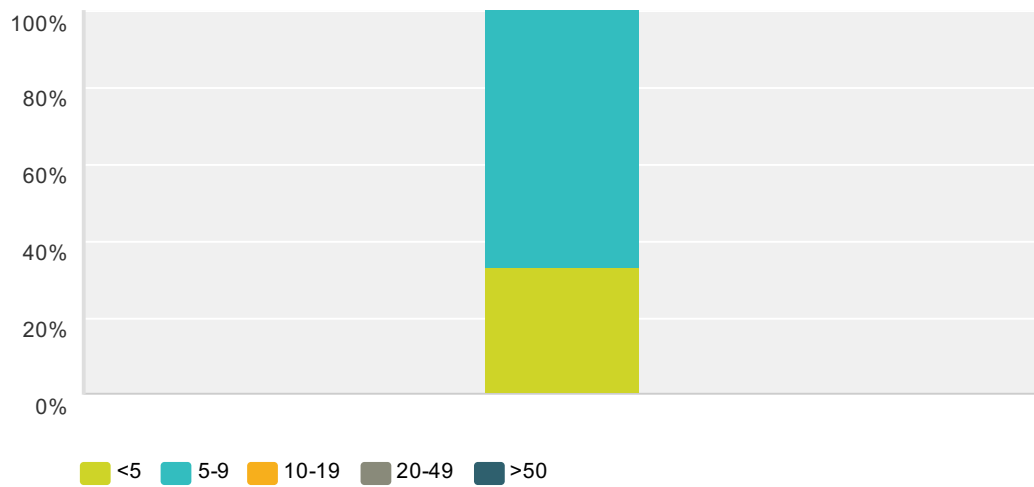
Answered: 0 Skipped: 8

! No matching responses.

Answer Choices	Responses	
Individuals	0%	0
Small and medium businesses	0%	0
Large organisations eg corporations, government departments, trade unions	0%	0
<b>Total</b>		<b>0</b>

**Q61 How many practising certificate holders are there in your law practice as a whole? Please tick the relevant box.**

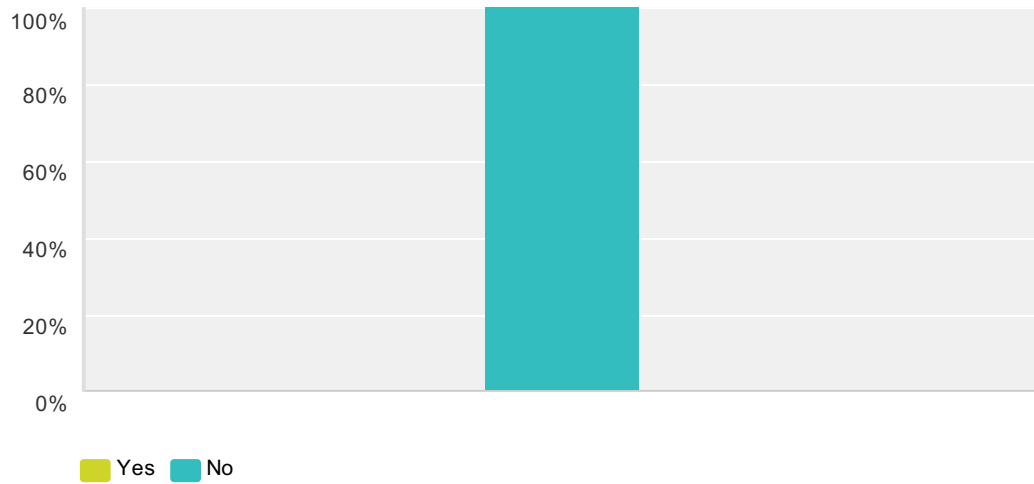
Answered: 3 Skipped: 5



Answer Choices	Responses	
<5	33.33%	1
5-9	66.67%	2
10-19	0%	0
20-49	0%	0
>50	0%	0
<b>Total</b>		<b>3</b>

## Q62 Is your law practice an incorporated legal practice?

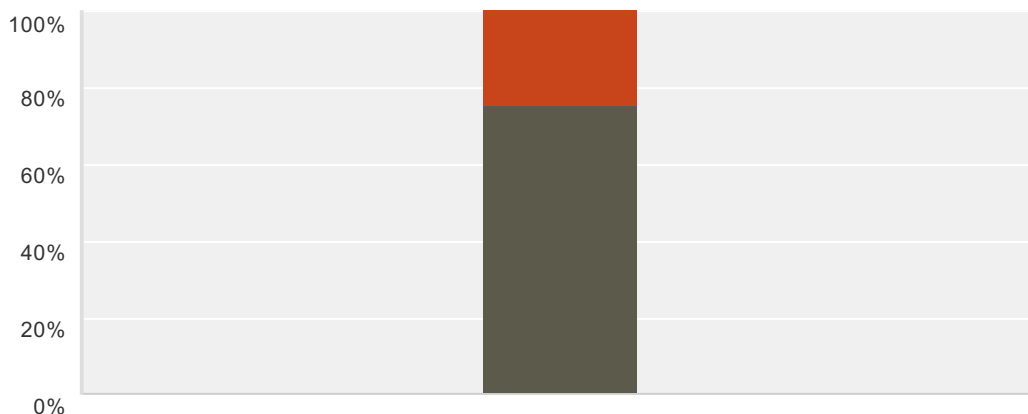
Answered: 5 Skipped: 3



Answer Choices	Responses	
Yes	0%	0
No	100%	5
<b>Total</b>		<b>5</b>

## Q63 What best describes your role in the practice?

Answered: 4 Skipped: 4



- Law firm partner
  Legal practitioner director (ILPs only)
  Sole practitioner
- Sole practitioner (ILP)
  Employed solicitor
- Government legal officer (with practising certificate)
  Government legal officer (without practising certificate)
- Statutory authority lawyer (with practising certificate)
  Statutory authority lawyer (without practising certificate)
  In house/corporate lawyer
- Trainee solicitor
  Fee-earner without practising certificate
  Conveyancing clerk
- Administrative Manager
  Legal secretary
  Volunteer to a CLC

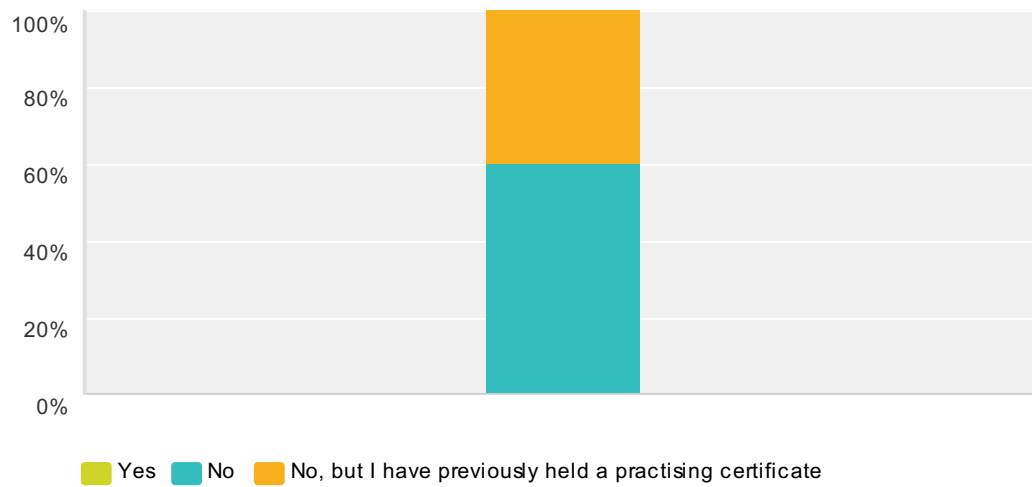
Answer Choices	Responses	
Law firm partner	0%	0
Legal practitioner director (ILPs only)	0%	0
Sole practitioner	0%	0
Sole practitioner (ILP)	0%	0
Employed solicitor	0%	0
Government legal officer (with practising certificate)	0%	0
Government legal officer (without practising certificate)	75%	3
Statutory authority lawyer (with practising certificate)	0%	0
Statutory authority lawyer (without practising certificate)	25%	1
In house/corporate lawyer	0%	0
Trainee solicitor	0%	0
Fee-earner without practising certificate	0%	0
Conveyancing clerk	0%	0
Administrative Manager	0%	0
Legal secretary	0%	0
Volunteer to a CLC	0%	0

## Supervision Practices Check 2013

Total	4
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## Q64 Do you have a current practising certificate?

Answered: 5 Skipped: 3



Answer Choices	Responses	
Yes	0%	0
No	60%	3
No, but I have previously held a practising certificate	40%	2
<b>Total</b>		<b>5</b>

**Q65 For how long have you had a practising certificate?**

Answered: 0 Skipped: 8

! No matching responses.

Answer Choices	Responses	
1-2 years	0%	0
3-4 years	0%	0
5-9 years	0%	0
10-14 years	0%	0
15-19 years	0%	0
over 20 years	0%	0
<b>Total</b>		<b>0</b>

**Q66 If you have a current practising certificate, is your practising certificate currently subject to a condition that you must engage in supervised legal practice only?**

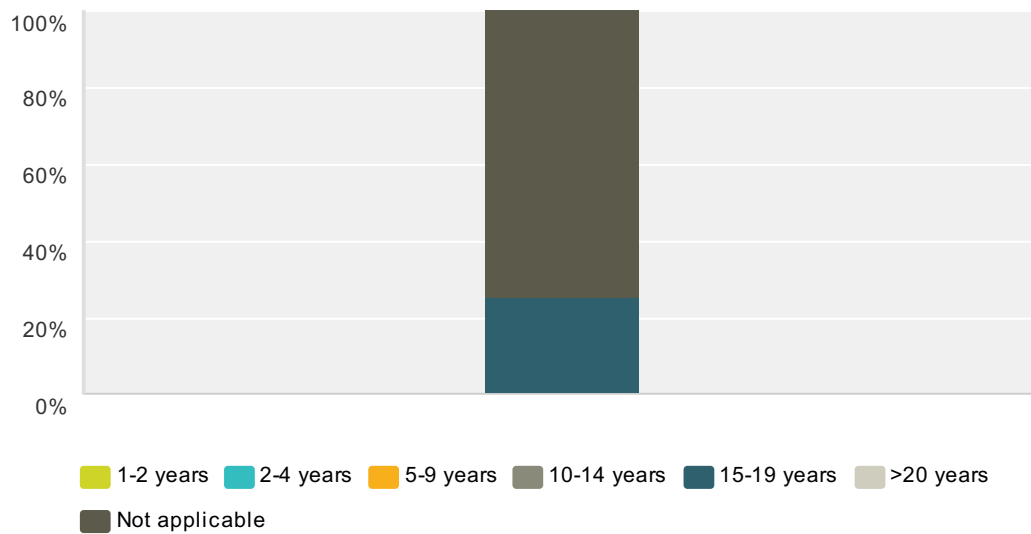
Answered: 0 Skipped: 8

! No matching responses.

Answer Choices	Responses
Yes	0% 0
No	0% 0
Unsure	0% 0
<b>Total</b>	<b>0</b>

### Q67 If you are a fee-earner but not a practising certificate holder, for how long have you worked as a fee-earner?

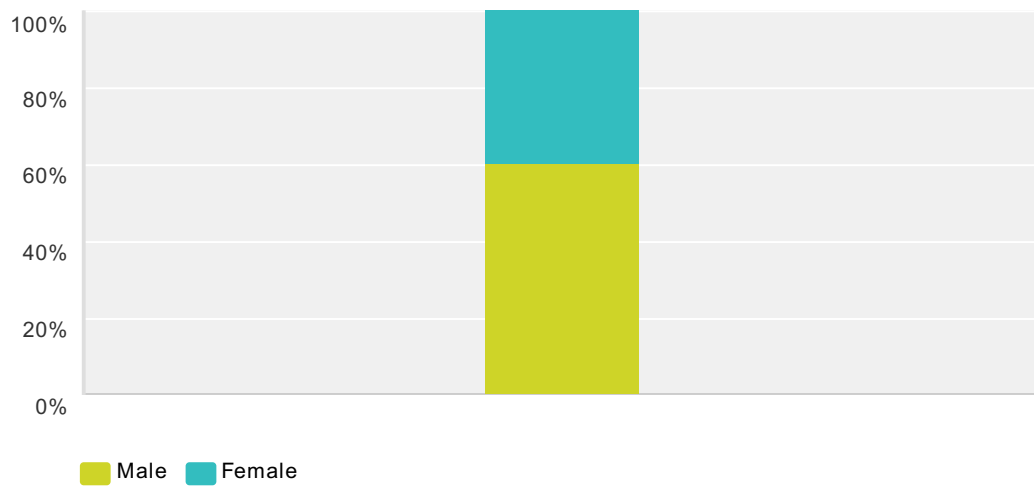
Answered: 4 Skipped: 4



Answer Choices	Responses	
1-2 years	0%	0
2-4 years	0%	0
5-9 years	0%	0
10-14 years	0%	0
15-19 years	25%	1
>20 years	0%	0
Not applicable	75%	3
<b>Total</b>		<b>4</b>

**Q68 What is your gender?**

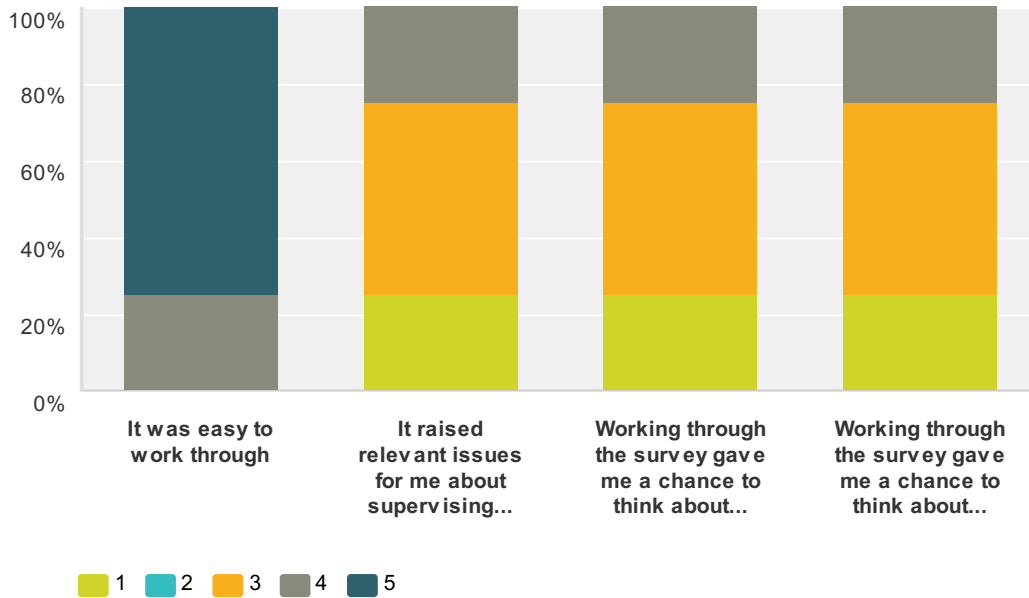
Answered: 5 Skipped: 3



Answer Choices	Responses	
Male	60%	3
Female	40%	2
Total		5

**Q69 Thank you for completing the survey.  
Please give us some feedback about this  
survey. How satisfied are you that (please  
choose 1 for not very satisfied to 5 very  
satisfied)**

Answered: 4 Skipped: 4



	1	2	3	4	5	Total
It was easy to work through	0% 0	0% 0	0% 0	25% 1	75% 3	4
It raised relevant issues for me about supervising and/or being supervised	25% 1	0% 0	50% 2	25% 1	0% 0	4
Working through the survey gave me a chance to think about changes I would make to the way I supervise	25% 1	0% 0	50% 2	25% 1	0% 0	4
Working through the survey gave me a chance to think about changes I would like to influence with regard to the way I am supervised	25% 1	0% 0	50% 2	25% 1	0% 0	4