

The Supervisory Relationship Measure (SRM)

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The following statements describe some of the ways you may feel about your trainee and aspects of your supervisory relationship with them.

To what extent do you agree or disagree with each of the following statements about your relationship with your trainee?

Please tick the column which matches your opinion most closely.

Strongly Disagree	Moderately Disagree	Slightly Disagree	Neither Agree nor Disagree	Slightly Agree	Moderately Agree	Strongly Agree
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SAFE BASE SUBSCALE							
1. My trainee is open about any difficulties they are experiencing	1	2	3	4	5	6	7
2. My trainee is reflective in supervision	1	2	3	4	5	6	7
3. There is a good emotional atmosphere in supervision with my trainee	1	2	3	4	5	6	7
4. My trainee is open and honest in supervision	1	2	3	4	5	6	7
5. My trainee is willing to learn new things	1	2	3	4	5	6	7
6. My trainee is enthusiastic about being on placement with me	1	2	3	4	5	6	7
7. I like my trainee	1	2	3	4	5	6	7
8. My trainee is open to new experiences on placement	1	2	3	4	5	6	7
9. My trainee appears able to give me honest and open feedback	1	2	3	4	5	6	7
10. My trainee seems to like me	1	2	3	4	5	6	7
11. My trainee and I have a good professional relationship	1	2	3	4	5	6	7
12. Supervision provides a safe space for my trainee to learn	1	2	3	4	5	6	7
13. My trainee is open minded and curious	1	2	3	4	5	6	7
14. My trainee's style and my own style interact well	1	2	3	4	5	6	7
15. My trainee values my experiences and skills	1	2	3	4	5	6	7
Safe Base Subscale Score =							
SUPERVISOR COMMITMENT SUBSCALE							
16. I try to pitch things at the right level for my trainee	1	2	3	4	5	6	7
17. I keep my trainee's needs in mind	1	2	3	4	5	6	7

18. I try to ensure my trainee has adequate space and resources	1	2	3	4	5	6	7
19. I prepared for my trainee prior to their placement	1	2	3	4	5	6	7
20. I am available and accessible to my trainee	1	2	3	4	5	6	7
21. I look out for clinical work and other opportunities for my trainee	1	2	3	4	5	6	7
22. I attempt to facilitate reflection in supervision with my trainee	1	2	3	4	5	6	7
23. I set up regular supervision for my trainee	1	2	3	4	5	6	7
24. I give clear and honest feedback to my trainee	1	2	3	4	5	6	7
Supervisor Commitment Subscale Score =							
TRAINEE CONTRIBUTION SUBSCALE							
25. My trainee is able to hold an appropriate case load	1	2	3	4	5	6	7
26. My trainee appears to be doing the minimum required	7	6	5	4	3	2	1
27. My trainee works hard on placement	1	2	3	4	5	6	7
28. My trainee copes well with multiple demands	1	2	3	4	5	6	7
29. My trainee is considerate towards others in the service (e.g. secretaries)	1	2	3	4	5	6	7
30. My trainee shows good organisational skills	1	2	3	4	5	6	7
31. My trainee shows poor professional values	7	6	5	4	3	2	1
32. My trainee takes appropriate responsibility for their work	1	2	3	4	5	6	7
33. My trainee behaves appropriately in the team	1	2	3	4	5	6	7
34. My trainee produces good quality work	1	2	3	4	5	6	7
35. My trainee integrates well with others in the team	1	2	3	4	5	6	7
36. I am disappointed by my trainee's level of skill	7	6	5	4	3	2	1
37. I value having my trainee on placement	1	2	3	4	5	6	7
Trainee Contribution Subscale Score =							
EXTERNAL INFLUENCES SUBSCALE							
38. My trainee tries to use supervision as therapy	7	6	5	4	3	2	1
39. My trainee's past experiences of supervision interfere with our relationship	7	6	5	4	3	2	1
40. My trainee has other life stressors which distract them from their work	7	6	5	4	3	2	1
41. Things to do with the trainee's course interfere with placement	7	6	5	4	3	2	1
42. I have stressors in my life which make it difficult for me to focus on supervision	7	6	5	4	3	2	1
43. I sense that my trainee worries because I am evaluating them	7	6	5	4	3	2	1

44. Evaluation has a negative impact on our relationship	7	6	5	4	3	2	1
45. My trainee is too anxious to engage in supervision	7	6	5	4	3	2	1
External Influences Subscale Score =							
SUPERVISOR INVESTMENT SUBSCALE							
46. I am aware of what interests my trainee	1	2	3	4	5	6	7
47. I am open in my supervision with my trainee	1	2	3	4	5	6	7
48. I try to get to know my trainee	1	2	3	4	5	6	7
49. I am able to share my strengths and my weaknesses with my trainee	1	2	3	4	5	6	7
50. Supervision is a safe place for me to give negative feedback	1	2	3	4	5	6	7
51. I have a good idea about what my trainee wants to gain from this placement	1	2	3	4	5	6	7
Supervisor Investment Subscale Score =							
SRM TOTAL SCORE =							

SCORING INSTRUCTIONS

Subscale scores = Sum of individual item scores within the subscale

Total SRM score = Sum of five subscale scores

Note: Items 26, 31, 36, 38, 39, 40, 41, 42, 43, 44 and 45 are reverse scored and the item scores have already been adjusted in the above measure.