

Influence Of Supervisors' Attributes On The Supervision Outcomes Among Counselling Interns

Nor Mazlina Ghazali¹, *Wan Marzuki Wan Jaafar², Rohani Ahmad Tarmizi², Sidek Mohd Noah², Salleh Amat³, Azzahrah Anuar¹, Edris Aden¹ dan Fatahyah Yahya¹

***¹Faculty of Cognitive Sciences and Human Development,
Universiti Malaysia Sarawak***

***²Faculty of Educational Studies,
Universiti Putra Malaysia***

***³Faculty of Education,
Universiti Kebangsaan Malaysia***

****wanmarzuki@upm.edu.my***

Abstract

Attributes consist of three subscales which include attractiveness, expertness, and trustworthiness. The supervisors' attributes are measured using the Counsellor Rating Form Short (CRF-S), developed by Corrigan and Schmidt (1983). The study involved 120 students of the Bachelor of Education (Guidance and Counselling) with Honour from a public university in Malaysia who undergo the internship program at various organizations. Validity of the instrument for this study is .97 whereas its reliability is $\alpha = .85$. Based on the findings of the study, there was a moderately strong relationship between the supervisors' attributes and it has uniquely influenced the supervision outcomes. Implications of the findings for counsellor, supervisor, counselling interns and areas for future research were discussed.

Keywords: Supervisors' attributes, Supervision outcomes, Counsellor Rating Form Short (CRF-S), Counselling interns

1.0 INTRODUCTION

1.1 Background of study

The Internship programme provides either positive or negatives outcomes to the counselling interns. Positive outcomes often lead to the positive development of interns. On the other hand, the negative outcomes lead to the negative development or experiences of interns. These positive or negatives outcomes are influenced by the supervision process. The outcomes of supervision are referred to as the level of satisfaction and performance of interns during supervision process. Some of the previous researches have related the experiences of supervision with the behavioural intentions. According to Chen and Chen (2011), a positive internship program should encourage the interns to make friends, increase their interpersonal skills, and expand their vision because it will develop both professional and personal skills of the counselling interns.

One of the factors that contribute to a positive supervision outcome is the supervision attributes. Supervision attributes include characteristics such as sense of humor, empathy, respect, genuineness, personal warmth, supportive attitudes, ability to confront, immediacy, concern for supervisees' growth, and client's well-being (Resources from power point slide issues of supervision). Attributes among supervisor is also related to the supervisors' commitment towards counselling interns during supervision. The alertness on the intern development and growth is also considered as a supervisor attribute. A supportive supervisor possesses attributes such as flexible, and sensitive to employees' family responsibilities (Centre for Work & Family, 2000). Supervisor's positive attributes are related with good supervision outcomes. Therefore, the development and growth of counselling interns influence the establishment of positive attributes among supervisors.