

Supervisory working alliance inventory (SWAI) – Supervisee (Efstation, Patton, & Kardash, 1990)

The SWAI is designed to measure the working alliance in supervision from both a supervisor and supervisee perspective. Higher scores are generally indicative of alliances that are more effective. The SWAI can be used as an ongoing repeated measure of the SWA.

Instructions: Indicate the frequency with which the behaviour described in each of the following items seems characteristic of your work with your supervisor (or how you would like to work with a supervisee). Estimate the frequency of occurrence within supervision on the seven-point scale from almost never to almost always

Scale:	1 almost never	2 rarely	3 occasionally	4 sometimes	5 often	6 very often	7 almost always
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Rapport	Circle most relevant						
1. I feel comfortable working with my supervisor.	1	2	3	4	5	6	7
2. My supervisor welcomes my explanations about the clients' behaviour.	1	2	3	4	5	6	7
3. My supervisor makes the effort to understand me.	1	2	3	4	5	6	7
4. My supervisor encourages me to talk about my work with clients in ways that are comfortable for me.	1	2	3	4	5	6	7
5. My supervisor is tactful when commenting about my performance.	1	2	3	4	5	6	7
6. My supervisor encourages me to formulate my own interventions with the client.	1	2	3	4	5	6	7
7. My supervisor helps me talk freely in our sessions.	1	2	3	4	5	6	7
8. My supervisor stays in tune with me during supervisions.	1	2	3	4	5	6	7
9. I understand client behaviour and treatment technique similar to the way my supervisor does.	1	2	3	4	5	6	7
10. I would feel free to mention to my supervisor any troublesome feelings I might have about him/her.	1	2	3	4	5	6	7
11. My supervisor treats me like a colleague in our supervisory sessions.	1	2	3	4	5	6	7
12. In supervision, I am more curious than anxious when discussing difficulties with clients.	1	2	3	4	5	6	7

Rapport	Circle most relevant						
13. In supervision, my supervisor places a high priority on our understanding the clients' perspective.	1	2	3	4	5	6	7
14. My supervisor encourages me to take time to understand what the client is saying and doing.	1	2	3	4	5	6	7
15. My supervisor's style is to carefully and systematically consider the material I bring to supervision.	1	2	3	4	5	6	7

16. When correcting my errors with a client, my supervisor offers alternative ways of intervening with that client.	1	2	3	4	5	6	7
17. My supervisor helps me work within a specific treatment plan with my clients.	1	2	3	4	5	6	7
18. My supervisor helps me stay on track during our meetings.	1	2	3	4	5	6	7
19. I work with my supervisor on specific goals in the supervisory session.	1	2	3	4	5	6	7

Scoring

Rapport: sum items 1 through 12, then divide by 12

Client focus: sum items 13 to 19, and then divide by 6

The subscales can also be combined (due to high correlation between scales) to give an overall score of the alliance from the supervisee's perspective. Higher scores on each of the subscales and overall are indicative of alliances that are most effective.

Norms derived from the Efstation et al. (1990) study for supervisee version; 5.85 for Client focus and 5.44 for Rapport.

Efstation, J. F., Patton, M. J., & Kardash, C. M. (1990). Measuring the working alliance in counsellor supervision. *Journal of Counseling Psychology*, 37, 322–329. doi:10.1037/0022-0167.37.3.322