Supervisory working alliance inventory (SWAI) – Supervisor (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

Client focus	Circle most relevant
1. I help my supervisee work within a specific treatment plan with his/her consumer.	1 2 3 4 5 6 7
2. I help my supervisee stay on track during our meetings.	1 2 3 4 5 6 7
3. My style is to carefully and systematically consider the material that my supervisee brings to supervision.	1 2 3 4 5 6 7
4. My supervisee works with me on specific goals in the supervisory session.	1 2 3 4 5 6 7
5. In supervision, I expect my supervisee to think about or reflect on my comments to him/her.	1 2 3 4 5 6 7
6. I teach my supervisee through direct suggestion.	1 2 3 4 5 6 7
7. In supervision, I place a high priority on our understanding the clients' perspective.	1 2 3 4 5 6 7
8. I encourage my supervisee to take time to understand what the client is saying and doing.	1 2 3 4 5 6 7
9. When correcting my supervisee's errors with a client, I offer alternate ways of intervening with that client.	1 2 3 4 5 6 7
10. I encourage my supervisee to formulate his/her own interventions with his/her client.	1 2 3 4 5 6 7
11. I encourage my supervisee to talk about their work in ways that are comfortable for him/her.	1 2 3 4 5 6 7

Rapport	Circle most relevant
12. I welcome my supervisee's explanations about his/her client's behaviour.	1 2 3 4 5 6 7
13. During supervision, my supervisee talks more than I do.	1 2 3 4 5 6 7
14. I make an effort to understand my supervisee.	1 2 3 4 5 6 7
15. I am tactful when commenting about my supervisee's performance.	1 2 3 4 5 6 7

16. I facilitate my supervisee's talking in our session.	1	2	3	4	5	6	7
17. In supervision, my supervisee is more curios than anxious when discussing his/her difficulties with clients.	1	2	3	4	5	6	7
18. My supervisee appears to be comfortable working with me.	1	2	3	4	5	6	7

Identification	Circle most relevant						
19. My supervisee understands client behaviour and treatment technique similar to the way I do.	1	2	3	4	5	6	7
20. During supervision, my supervisee seems able to stand back and reflect on what I am saying to him/her.	1	2	3	4	5	6	7
21. I stay in tune with my supervisee during supervision.	1	2	3	4	5	6	7
22. My supervisee identifies with me in the way he/she thinks and talks about his/her clients.	1	2	3	4	5	6	7
23. My supervisee consistently implements suggestions made in supervision.	1	2	3	4	5	6	7

Scoring
Client focus: sum items 1 through 10, then divide by 10
Rapport: sum items 11 to 18, and then divide by 8
Identification: sum items 19 to 23, and then divide by 5
Higher scores are indicative of alliances that are more effective.
Norms derived from the Efstation and colleagues (1990) study for supervisor version; 5.48 for Client focus subscale, 5.97 for the Rapport subscale and 5.41 for the Identification subscale.

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