

## **SUPERVISOR FEEDBACK EXERCISE**

### **USING STAR/WAR, CORE COMPETENCIES, CODE OF ETHICS AND EMPOWERMENT STRATEGIES**

#### **Instructions:**

1. You will break up into groups of 3 (please form a group with people who you don't normally work with).
2. You will role play 1 scene (choose 1 of the 3 options listed below).  
One of you will be:
  - supervisor
  - DSP
  - observer
3. The goal for each role play is for the supervisor to help the DSP understand that he/she was being a caregiver rather than a support professional and help him/her to understand how they can do it better.
4. Before each role play, the 3 participants will together fill out the "Staff Feedback Form" using the STAR/WAR Feedback, Core Competencies, Code of Ethics and Empowerment Strategies.
5. Choose who will play what role and begin role play.
6. After each role play the instructor will lead a discussion where the supervisors, DSPs and observers will share their perspectives.

#### **Pick one scene to role play:**

##### **Scene 1: (Alice setting the table)**

Supervisor was at the program and observed the staff person interacting with Alice.  
Supervisor asks the staff person to meet with him/her.  
Supervisor says to staff person: "I saw you working with Alice yesterday"....

##### **Scene 2: (Kim at commercial services)**

Supervisor asks staff person, "How did it go with Kim at the worksite?"  
Staff person proudly says...

##### **Scene 3: (Jay in supermarket)**

Supervisor says to staff person, "Yesterday I heard that you and Jay came back from Price Chopper and hadn't bought the ingredients for the Rice Krispy treats.  
What happened?"