



Hiring Checklist for LMFT Supervisors

In the dynamic field of mental health, the demand for therapy services sometimes outweighs the supply of available providers, tempting some LMFT supervisors to hire associates (formerly called interns) without considering whether they're truly a good fit, says **Carla Becker, LMFT, LPCC**, a Los Angeles-based psychotherapist in private practice. As former Clinical Director and current Supervisor at Women's Clinic Counseling Center, she has hired and supervised more than 100 MFT trainees & associates throughout her 25-year career. Becker says the biggest mistake supervisors make is that they don't take sufficient time to assess whether an associate is compatible with their practice or agency.

Why is this important? Taking the time to assess compatibility is critical because supervisors ultimately invest a significant amount of time and energy into the relationship with the associate. Trust is paramount because the supervisor's professional license is also on the line when overseeing the associate's work with clients. When evaluating candidates, Becker suggests using the following checklist of desirable traits to determine whether an associate will be a good match.



Hiring checklist for LMFT supervisors

Able to articulate their thoughts clearly

Will clients understand them and feel comfortable opening up to them?

Available

Are they available to see clients during times that will work for you and your practice?

Authentic

Do you feel like they are being real with you?
Will you trust the reporting of their work to you?
Imagine how clients would feel with them?

Helpful contributor

What will they bring to your practice in terms of skills and knowledge? For example, do they have a desire to specialize in treating a particular population or presenting issue, or do they already have experience in this area?

Financially supported

How will they support themselves financially during this time of training? It is often not possible to rely solely on the earnings from a private practice to fully support oneself as an associate.

Interested in the practice

Why do they want to work with you personally?
What drew them to your practice?

Invested in self-care

What self-care practices do they employ to ensure they are present to themselves and their clients and to help them manage the challenges of this work?

Has long-term professional goals

Are you a valuable resource and role model for them given your own career goals and accomplishments to date?

Motivated

Are they self-motivated to learn, grow, and address challenges as they arise?

Open to constructive criticism

Do they welcome your inquiries and feedback? Are they open to direction?

Passionate about the work

What drew them to this field? Why did they decide to become a therapist?

Insightful and strives to grow personally

Did their school program require you to have personal therapy? How did they feel about that requirement? How have they pursued a deeper relationship with themselves?

Same or similar therapy orientation

What's their preferred modality, and is it similar to yours? This helps ensure you stay within your scope of practice when supervising.

Similar style of work

How does their style match or complement your own work style and expectations? For example, if you are highly detail-oriented, is that important to you in a supervisee?

Transparent

Do they express a full range of emotions? Do they let you to get to know them personally, or do you get the sense that they're withholding information?

Willing to work with different types of clients

Are they willing to see a variety of clients, or do they impose restrictions on who they'll treat (e.g., they won't work with victims of sexual assault)?