

**THE COURAGE TO BE**

*Real*

**Being Your Authentic Self as a Supervisor and  
Mentor**

**Mercedes Burk, LPC-S, LMFT-S**

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# *A Little About Me*

**Mercedes Burk, LPC-S, LMFT-S**

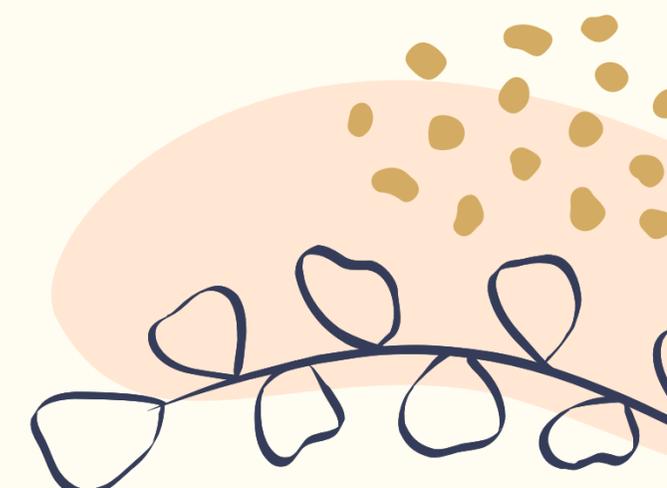
**Owner and Founder of Next Chapter Counseling in Rockwall, TX**

**Law Enforcement Wife**

**Mother of 2 Wild Things**

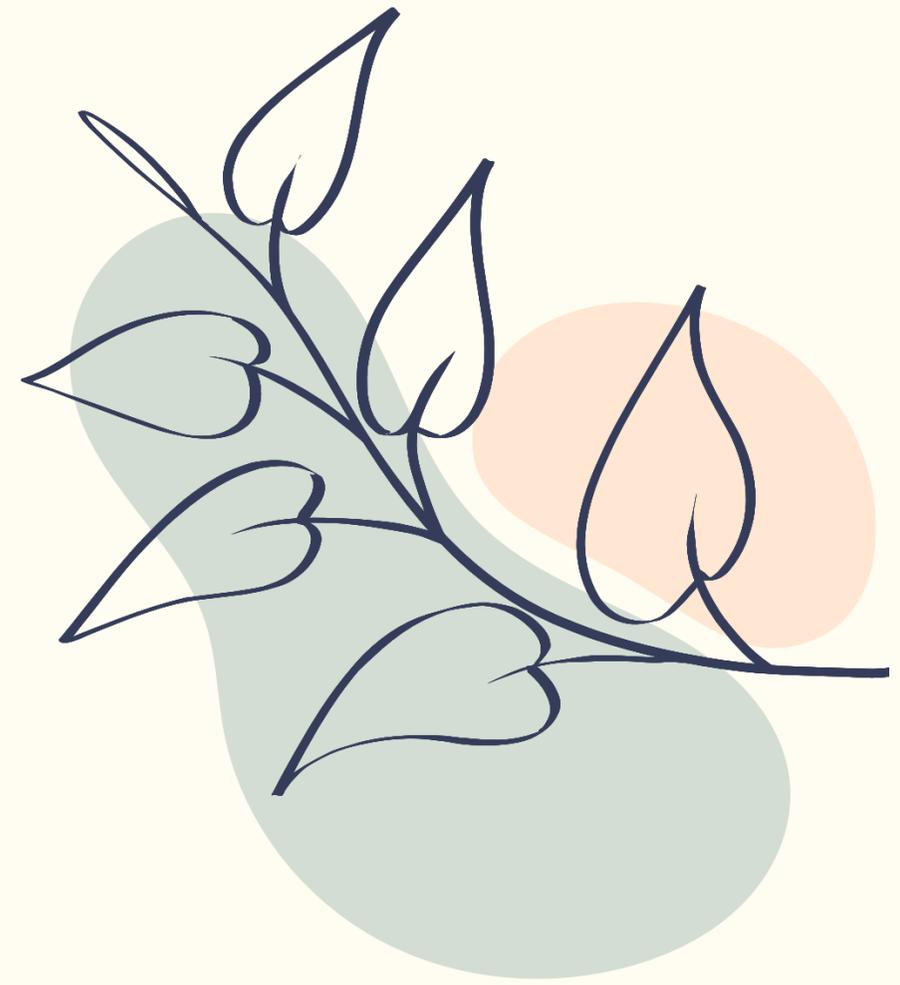
**Medical Family**

**Lover of Tex Mex, Jesus, and 80s/90s Music**





*So what is Supervision?*



# BOARD DEFINITIONS

## *What is Supervision-LPC*

- I will ensure the above-named applicant receives four hours of supervision per month.
- I understand I have full professional responsibility for services provided by the applicant.
- I understand the supervisee cannot independently practice counseling until he/she obtains a full LPC license.
  - I understand the supervisory arrangement must be reflected on all billing documents.
  - I understand the supervisory arrangement is only valid while my license remains current.
  - I will notify the board within 30 days if/when supervision ends as directed by board rule.
    - I will keep my supervisor status current and understand that it is my responsibility to inform the Associate should my supervisor status lapse.

# BOARD DEFINITIONS

## *What is Supervision-LMFT*

- That all supervised experience will be completed in accordance with the section of the board rules relating to supervised experience and all subsequent board rules.
- That I will meet with the supervisee for a minimum of one hour of supervision every week. A supervision hour is no less than 50 minutes.
- That I understand the professional responsibility for the services of the supervisee shall be a joint responsibility of the supervisor and the supervisee.
- That I understand the supervisee can engage in the independent practice of marriage and family therapy under supervision until s/he obtains a regular license as a Licensed Marriage and Family Therapist.
- That I understand the supervisory arrangement must be reflected on all billing documents.



**Wait, what makes  
therapy successful really  
is the relationship-not  
the model!**

**What if it works the  
same way with  
supervision?**



*It is a*  
**RELATIONSHIP**

**Supervision is a process of development, an ongoing relationship, and is evaluative.-Ken Bateman**





# **DISCUSSION TIME**

**What were some of your fears when  
you became an Associate  
(or Intern if you've been around a  
bit)?**



# FREQUENT RESPONSES



**Need to be the expert**



**Imposter Syndrome**



**What if I can't get hours fast enough?**



**Can I REALLY do this for a  
career?**





# **NOW LET'S SWITCH TO OUR SUPERVISION**

**In just a few words, how would you  
describe your experiences with  
supervision?**



# FREQUENT RESPONSES



**Compassionate & encouraging**



**Criticized or “put-down”**



**Alone & aloof**



**Supported & accessible**



# WHY DID WE BECOME SUPERVISORS

*in the first place?*

1

To give back to the  
profession

2

To encourage future  
helpers

3

To do better than when we had it

4

Additional source of  
income



# *Authenticity*

**"Authenticity is the daily practice of letting go of who we think we're supposed to be and embracing who we are." — The Gifts of Imperfection by Brené Brown**

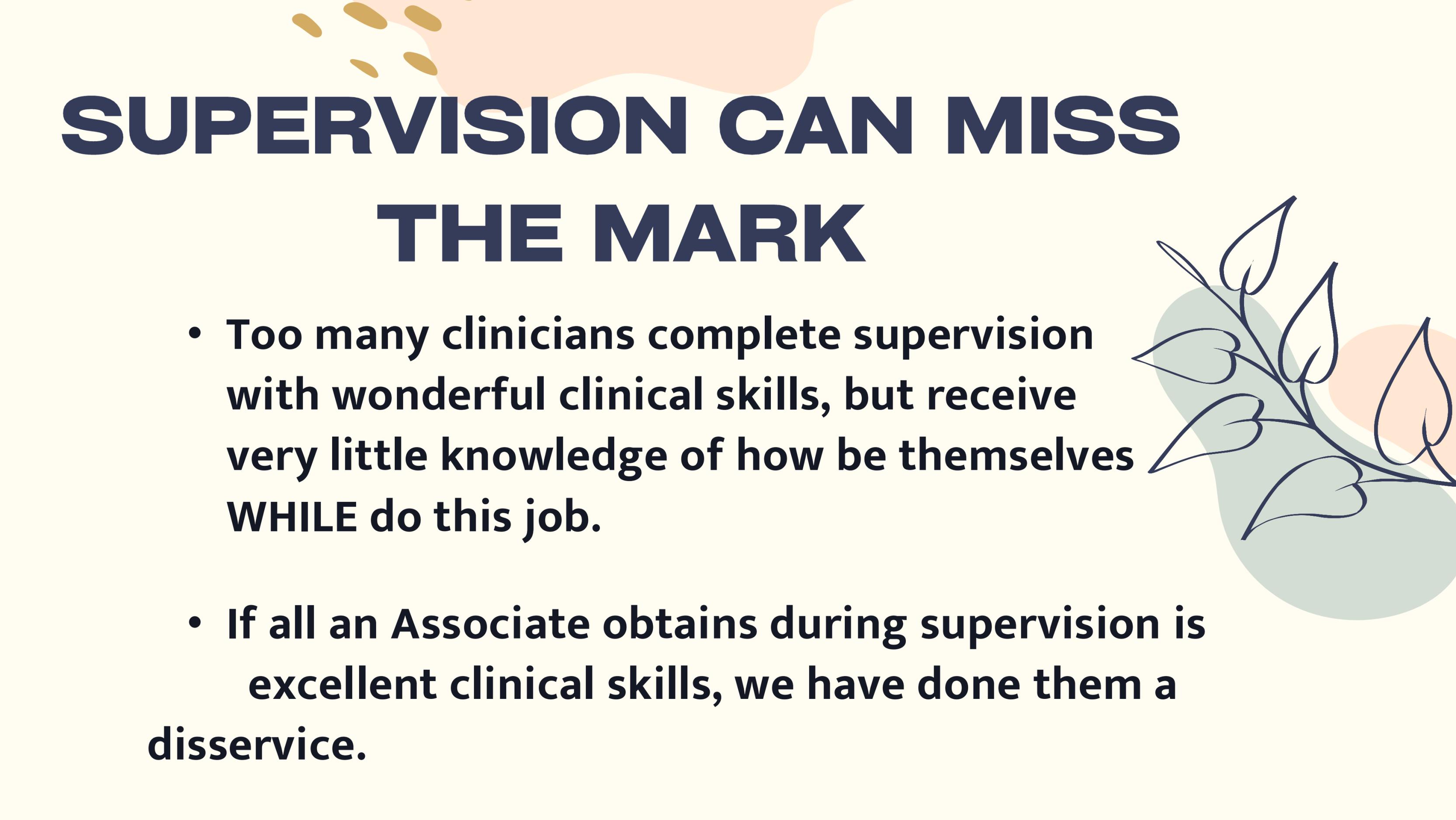


# IMPOSTER SYNDROME



**Bravata et al. (2020) describe Imposter Syndrome (IS) is a behavioral health phenomenon described as self-doubt of intellect, skills, or accomplishments among high-achieving individuals. These individuals cannot internalize their success and subsequently experience pervasive feelings of self-doubt, anxiety, depression, and/or apprehension of being exposed as a fraud in their work, despite verifiable and objective evidence of their successfulness.**





# **SUPERVISION CAN MISS THE MARK**

- **Too many clinicians complete supervision with wonderful clinical skills, but receive very little knowledge of how to be themselves WHILE do this job.**
- **If all an Associate obtains during supervision is excellent clinical skills, we have done them a disservice.**

# WHAT SUPERVISION SOMETIMES MISSES



We as clinicians DO NOT fit into a category.



Helping the clinicians learn to be comfortable with themselves



How to navigate personal life while being a helping professional



What is a PLLC, W2 employee, and 1099 contractor?



Is working with insurance companies REALLY that awful?



What about the money?

**PLEASE DON'T MISS  
THE OPPORTUNITY**



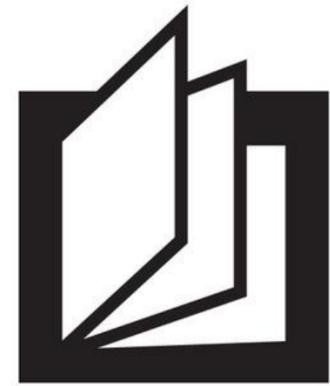
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1. Brown, B. (2010). *The Gifts of Imperfection: Let Go of Who You Think You're Supposed to Be and Embrace Who You Are*. Hazelden Publishing

*Let's Stay*



*Connected*

**NEXT CHAPTER**  
**COUNSELING** PLLC



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