

# Supervisor's Dual Role

A supervisor is asked by agency leadership to complete the employee's annual performance review for HR while also serving as their clinical supervisor. The supervisee expresses worry that if they share mistakes openly in supervision, it could negatively impact their job evaluation.

*Discussion Prompt: - How should the supervisor manage the dual role of evaluator and clinical mentor?  
- What ethical risks exist for supervisee honesty, safety, and growth? - Should a different person complete the HR performance review?*