



Peer Supervision

Are you in a position on campus where you are expected to supervise fellow students? Do you find there to be difficult balances between friendships and professional relationships in this situation?

Many times we are asked to put our personal friendships and relationships aside on account of professionalism. It is important to understand how to respectfully and comfortably draw this line without risking either your job or your friendships. Learn here how confrontation, expectations, and consistency go hand in hand with peer supervision and how you can accomplish each of these successfully and fairly within your role as supervisor .

Confrontation

When thinking about confronting peers in a work environment, it is important to make sure you are treating everyone equally. It is also important to be prepared for these situations ahead of time. Thinking ahead about how you might react and what past experiences might help you with your response will only set you up to make better choices when it becomes necessary for a confrontation to occur.

List some reasons that you might have to confront your supervisees/peers? How are you prepared for these situations?

Think of a time when you were confronted and it was a negative experience? What made it negative? What could have been done differently?

Now think of a time when you were confronted and it was a positive experience? What made it a positive and constructive experience?

Based on your own experience, what are some tips you can develop that will help you to successfully confront your peers?

Questions to Ponder....

It is important to continually check yourself and your behavior as a supervisor. Below are some questions to help you make sure you are being fair and equal in your treatment of supervisees.

- Am I giving everyone equal access to responsibilities and tasks?
- Am I rewarding people consistently and with equal value?
- Am I speaking negatively about some supervisees to other supervisees I am closer to?
- Do I make personal jokes in meetings that only certain supervisees will understand?
- Am I maintaining confidentiality?
- Do I check in with all of my supervisees to see how they are doing?
- Do I review both my expectations of them and theirs of me on a regular basis to make sure that we are all living up to our original guidelines?

It is not fair to ask of others what you are unwilling to do yourself.
--Anna Eleanor Roosevelt



Quick Tips

It is extremely important to set clear expectations with your entire group/staff at your first meeting. This will allow them to understand both your role as well as theirs right from the start. Be cognizant, however that some members may not feel these expectations apply to them based on their relationship with you. If necessary, don't hesitate to meet with these people one on one to clearly express your expectations of them personally as well. Below are some tips for success in setting expectations.

- Present expectations in a group setting so that everyone hears the same thing.
- Use "I" statements to own what you expect of your supervisees.
- Present your expectations in serious and upfront manner.
- Avoid words such as **maybe, just, a little, sometimes, and try.**
- Practice delivering expectations so that your non-verbals match the tone you want to communicate.
- Use words such as **will, want, desire, and need.**
- Be specific. Statements should be observable and measurable.
- Share the "why" behind each expectation. This will reduce resistance and help supervisees to better understand their roles.
- Define consequences if expectations aren't met. This will help supervisees to know what is at risk.
- Watch supervisees non-verbal cues so that you can clarify or provide examples as needed.
- Make sure that there is a question and answer session built in to the conversation for anything that might be unclear or in need of clarification.
- Provide the expectations in writing as well so supervisees will have it as a reference.
- Emphasize that each member will be treated equally and held to the same expectations. Hold yourself accountable to this.
- Provide a time for supervisees to give their expectations of you as a supervisor.

Pieces of Leadership
brochures are available on
the following topics:

Budgeting
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Delegation
Facilitation
Goal Setting
Group Dynamics
Ice Breakers/Team Builders
Mission Statements
Motivation
Officer Transition
Peer Supervision
Program Planning
Qualities of a Good Leader
Running a Good Meeting
Stress Management
Time Management
Wellness

*The information provided in this brochure
was adapted from:*

*Fosler, Randy. "Supervision: Defining Your Role as
a Supervisor". 1991.*

For more information on the topics
listed above or to access the
resources in our
Leadership Library,
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**Office of Student Activities and
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