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?”