

Welcome to Supervision!

Pre-assignment Controls	Environmental Demands	Interpersonal Demands	Assignment Controls
<p>Controls that are employed before or in the preparation for the formal assignment</p> <ul style="list-style-type: none"> ➤ Education <ul style="list-style-type: none"> Formal (ITP) Informal ➤ Experience <ul style="list-style-type: none"> Work-related Personal ➤ Direct Preparation for the assignment <ul style="list-style-type: none"> Contacts Team Interpreter Consumers Materials/Readings 	<ul style="list-style-type: none"> ➤ Physical surroundings (room temp., chemicals and odors, seating arrangements/sight lines, lighting quality, visual distractions, background noise, space – people, furniture, equipment) ➤ Goal/Purpose of setting ➤ Terminology ➤ Personnel/Cientele (Who’s present?) ➤ SAFETY 	<ul style="list-style-type: none"> ➤ Power & personal dynamics ➤ Communication style and goals ➤ Emotional tone or mood ➤ Role & cultural differences ➤ Communication flow (turn-taking, etc...) ➤ Relationship nuances (new, familiar, intimate, tension, power, etc...) ➤ “thought worlds” 	<p>Controls that are employed during the interpreting assignment</p> <ul style="list-style-type: none"> ➤ Acknowledgments ➤ Self-talk ➤ Direct Interventions ➤ Adjusted Translations ➤ Prior Relationships ➤ Code of Ethics ➤ Role Metaphors
<p>Post-Assignment Controls</p> <p>Controls that are employed after the assignment</p> <ul style="list-style-type: none"> ➤ Debriefing/Venting with support system ➤ Self-Care ➤ Follow-up with people involved, with further education, with referring party ➤ Supervision: Formal with supervisor; Informal with colleagues 			

Based on the Demand-Control Schema for Interpreting developed by Robyn Dean and Robert Pollard (graphic by Lentha Zinsky)

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Demands:

Environmental
Interpersonal
Paralinguistic
Intrapersonal

Controls:

The interpreter's:

-skills/knowledge/experience
-decisions and actions
-Liberal -----Conservative

+ / - Consequences

Resulting Demands

D-C-C-RD

Constellation of demands

Supervision Ground Rules:

Confidentiality

-what we say here stays here

Speak when moved

-balance of participation

Withhold judgement

-"unconditional positive regard" ~Carl Rogers

Agree to disagree

-"We do not see things as they are, we see things as we are" ~Talmud

Stick with the structure

Other???