

## **Multicultural Supervision Competencies Questionnaire (MSCQ)**

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This questionnaire was designed to measure multicultural supervision competencies in four areas: (a) Attitude and beliefs, (b) Knowledge and understanding, (c) Skills and practices, and (d) Relationship. The questionnaire can be either used from the supervisee's perspective or from the supervisor's perspective.

Item selections were based on our own research on multicultural supervision as well as the broad knowledge base of multicultural competencies in supervision and counselling available in the literature.

The rationale for the development of the MSCQ and the initial evidence of reliability and validity have been presented at several annual meetings of International Association for Cross-Cultural Psychology (1998) and American Psychological Association (1999, 2000, 2001, 2002). The presentation at the IACCP (1998) has been published as Assessing Multicultural Supervision Competencies (1999) in W. J. Lonner, D. L. Dinnel, D. K. Forgays, and S. A. Hayes (Eds.). Merging past, present and future in cross-cultural psychology. Lisse, the Netherlands: Swets & Zeitlinger Publishers. (pp.510-519)

The main findings are: (a) the MSCQ scores are positively correlated with Supervision Questionnaire (measuring overall satisfaction) and The Supervision Functions Questionnaire (measuring perceived quality of supervision), (b) the MSCQ scores from supervisee's perspective are consistently low in all four areas of competencies, (c) the MSCQ scores from supervisor's perspective are consistently high in all four areas and (d) high internal reliability for each of the four subscales, with Cronbach's Alphas in the .80s.

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In J. M. Bernard & R. K. Goodyear (In Press). Fundamentals of Clinical Supervision (3<sup>rd</sup> Ed.). Boston, MA: Allyn & Bacon