

How trauma may show up in our supervisees			
How did this show up in my supervisee's behavior?	Possibilities manifestations of trauma responses	What did I do when this came up?	What comes up for me (questions, body sensations, thoughts, feelings) as I recall this?
	Fearful of being “wrong”; Anxious or hesitant to discuss challenging client cases or personal emotional responses due to fear of judgment		
	May perceive constructive criticism as personal attack due to past experiences of marginalization or trauma		
	Heightened emotional responses (e.g. frustration, withdrawal, or tears), when discussing certain client scenarios		
	Overidentification with Clients – Strong emotional reactions to clients' trauma narratives that parallel their own lived experiences		
	Difficulty establishing professional boundaries due to internalized expectations of overperformance or care-taking		
	A cautious or guarded demeanor (stemming from systemic inequities or previous		

	experiences of discrimination in professional settings)		
	Previously harmed either historically/transgenerationally or personally by a person with similar identities to those of the supervisor		
	Imposter Syndrome or Internalized Perfectionism – Overcompensation in efforts to avoid perceived failure, often linked to feelings of needing to "prove" themselves		
	Oscillation between overworking and disengagement; struggles with self-worth or emotional exhaustion		