

**Multicultural Orientation (MCO) Assessment – Clinical Supervision Version
Wilcox et al. (2021)**

We are interested in how your supervisor was in your supervision sessions. It is important to know that there are no right or wrong answers here. Supervisors are human and they have a range of emotions and reactions. We are trying to get a sense of how your supervisor was with you in your sessions.

There are several different aspects of one’s cultural background that may be important to a person, including (but not limited to) race, ethnicity, nationality, gender, age, sexual orientation, religion, disability, socioeconomic status, and size. Some things may be more central or important to one’s identity as a person, whereas other things may be less central or important.

Please identify the aspect of your cultural background that is most central or important to you:

How important is this aspect of your cultural background?

Not at all important		Somewhat important		Very important
1	2	3	4	5

If there is a 2nd aspect of your cultural background that is important to you, please list:

How important is this aspect of your cultural background?

Not at all important		Somewhat important		Very important
1	2	3	4	5

If there is a 3rd aspect of your cultural background that is important to you, please list:

How important is this aspect of your cultural background?

Not at all important		Somewhat important		Very important
1	2	3	4	5

**Supervisor Cultural Comfort Scale – Supervisee-Focused (edited for supervision from
Perez-Rojas et al)**

Think about the parts of your culture that are important to your identity, or who you are as a

person. This can include race, gender, ethnicity, age, social class, disability status, size, religion, sexual orientation, and many other cultural factors.

Below are statements that describe how your supervisor may respond when important parts of your culture come up or are discussed in supervision. Using the scale provided, please tell us how much you agree or disagree with each statement. If important parts of your culture haven't come up or been discussed in supervision, please answer how you think your supervisor would respond if they did.

There are no “right,” “wrong,” or “bad” answers; we’re simply interested in your impressions of how your supervisor responds (or would respond) to your culture.

When important parts of <i>my</i> culture come up or are discussed, my supervisor...	Strongly Disagree	Disagree	Unsure	Agree	Strongly Agree
1. ... stumbles with words.	1	2	3	4	5
2. ... becomes defensive.	1	2	3	4	5
3. ... appears anxious.	1	2	3	4	5
4. ... seems comfortable talking with me.	1	2	3	4	5
5. ... changes the focus to another topic.	1	2	3	4	5
6. ... seems angry.	1	2	3	4	5
7. ... seems unsure about how to behave.	1	2	3	4	5
8. ... has a relaxed demeanor.	1	2	3	4	5
9. ... seems comfortable in our interaction.	1	2	3	4	5
10. ... seems at ease with me.	1	2	3	4	5
11. ... seems genuine.	1	2	3	4	5
12. ... appears guarded.	1	2	3	4	5
13. ... seems annoyed.	1	2	3	4	5

Supervisor Cultural Humility Scale – Supervisee-Focused (Wilcox et al., 2021)

Please think about your **current** supervisor. Using the scale below, please indicate the extent to which you agree or disagree with the following statements about your supervisor.

Regarding the core aspect(s) of <i>my</i> cultural background, my supervisor...	Strongly Disagree (1)	Mildly Disagree (2)	Neutral (3)	Mildly Agree (4)	Strongly Agree (5)
1. Is respectful.	1	2	3	4	5
2. Is open to explore.	1	2	3	4	5
3. Assumes he/she already knows a lot.	1	2	3	4	5
4. Is considerate.	1	2	3	4	5

5. Is genuinely interested in learning more.	1	2	3	4	5
6. Acts superior.	1	2	3	4	5
7. Is open to seeing things from my perspective.	1	2	3	4	5
8. Makes assumptions about me.	1	2	3	4	5
9. Is open-minded.	1	2	3	4	5
10. Is a know-it-all.	1	2	3	4	5
11. Thinks he/she understands more than he/she actually does.	1	2	3	4	5
12. Asks questions when he/she is uncertain.	1	2	3	4	5

Supervisor Cultural Missed Opportunities Scale – Supervisee-Focused (Wilcox et al., 2021)

There are times where supervisees wish their supervisor would have discussed certain issues regarding their own cultural identity more in depth. These opportunities come and go. Sometimes they are important and other times, they are not. Please rate the following items regarding these opportunities.

Regarding the core aspect(s) of <i>my</i> cultural background, my supervisor...	Strongly Disagree (1)	Mildly Disagree (2)	Neutral (3)	Mildly Agree (4)	Strongly Agree (5)
1. I wish my supervisor would have encouraged me to discuss my cultural background more.	1	2	3	4	5
2. My supervisor discussed my cultural background in a way that worked for me.	1	2	3	4	5
3. My supervisor avoided topics related to my cultural background.	1	2	3	4	5
4. There were many chances to have deeper discussions about my cultural background that never happened.	1	2	3	4	5
5. My supervisor missed opportunities to discuss my cultural background.	1	2	3	4	5

Supervisor Cultural Concealment Scale – Supervisee-Focused (Wilcox et al., 2021)

Now think about your contribution to discussions about your cultural identity.

Regarding the core aspect(s) of <i>my</i> cultural background,	Strongly Disagree (1)	Mildly Disagree (2)	Neutral (3)	Mildly Agree (4)	Strongly Agree (5)
1. I toned down the way I expressed my culture in front of my supervisor	1	2	3	4	5
2. I hid parts of my culture from my supervisor	1	2	3	4	5
3. I dodged questions my supervisor asked about my culture	1	2	3	4	5
4. I did not feel comfortable bringing up topics related to my cultural background.	1	2	3	4	5
5. I did not talk about parts of my cultural identity.	1	2	3	4	5

Please think about your **current** supervisor. The following questions will seem similar to the ones you have just answered; however, please answer these questions with regard to the cultural backgrounds of **your clients** rather than yourself. Using the scale below, please indicate the extent to which you agree or disagree with the following statements about your supervisor.

Supervisor Cultural Comfort Scale – Client-Focused (edited for supervision from Perez-Rojas et al)

	Strongly Disagree	Disagree	Unsure	Agree	Strongly Agree
When important parts of <i>my clients'</i> culture come up or are discussed, my supervisor...					
14. ... stumbles with words.	1	2	3	4	5
15. ... becomes defensive.	1	2	3	4	5
16. ... appears anxious.	1	2	3	4	5
17. ... seems comfortable talking with me.	1	2	3	4	5
18. ... changes the focus to another topic.	1	2	3	4	5
19. ... seems angry.	1	2	3	4	5
20. ... seems unsure about how to behave.	1	2	3	4	5
21. ... has a relaxed demeanor.	1	2	3	4	5
22. ... seems comfortable in our interaction.	1	2	3	4	5
23. ... seems at ease with me.	1	2	3	4	5
24. ... seems genuine.	1	2	3	4	5
25. ... appears guarded.	1	2	3	4	5
26. ... seems annoyed.	1	2	3	4	5

Supervisor Cultural Humility Scale – Client Focused (Wilcox et al., 2021)

Regarding the core aspect(s) of <i>my clients'</i> cultural background, my supervisor...	Strongly Disagree (1)	Mildly Disagree (2)	Neutral (3)	Mildly Agree (4)	Strongly Agree (5)
1. Is respectful.	1	2	3	4	5
2. Is open to explore.	1	2	3	4	5
3. Assumes he/she already knows a lot.	1	2	3	4	5
4. Is considerate.	1	2	3	4	5
5. Is genuinely interested in learning more.	1	2	3	4	5
6. Acts superior.	1	2	3	4	5
7. Is open to seeing things from my clients' perspectives.	1	2	3	4	5
8. Makes assumptions about my clients.	1	2	3	4	5
9. Is open-minded.	1	2	3	4	5

10. Is a know-it-all.	1	2	3	4	5
11. Thinks he/she understands more than he/she actually does.	1	2	3	4	5
12. Asks questions when he/she is uncertain.	1	2	3	4	5

Supervisor Cultural Missed Opportunities Scale – Client-Focused (Wilcox et al., 2021)

There are times where supervisees wish their supervisor would have discussed certain issues regarding their clients' cultural identity more in depth. These opportunities come and go. Sometimes they are important and other times, they are not. Please rate the following items regarding these opportunities.

Regarding the core aspect(s) of <i>my clients'</i> cultural background, my supervisor...	Strongly Disagree (1)	Mildly Disagree (2)	Neutral (3)	Mildly Agree (4)	Strongly Agree (5)
1. I wish my supervisor would have encouraged me to discuss my clients' cultural backgrounds more.	1	2	3	4	5
2. My supervisor discussed my clients' cultural backgrounds in a way that worked for me.	1	2	3	4	5
3. My supervisor avoided topics related to my clients' cultural backgrounds.	1	2	3	4	5
4. There were many chances to have deeper discussions about my clients' cultural backgrounds that never happened.	1	2	3	4	5
5. My supervisor missed opportunities to discuss my clients' cultural backgrounds.	1	2	3	4	5

Supervisor Cultural Concealment Scale – Client-Focused (Wilcox et al., 2021)

Now think about your contribution to discussions about your clients' cultural identity.

Regarding the core aspect(s) of <i>my clients'</i> cultural background,	Strongly Disagree (1)	Mildly Disagree (2)	Neutral (3)	Mildly Agree (4)	Strongly Agree (5)
1. I toned down the way I discussed my clients' cultures in front of my supervisor	1	2	3	4	5
2. I hid parts of my clients' cultures from my supervisor	1	2	3	4	5
3. I dodged questions my supervisor asked about my clients' cultures	1	2	3	4	5
4. I did not feel comfortable bringing up topics related to my clients' cultural backgrounds.	1	2	3	4	5
5. I did not talk about parts of my clients' cultural identities.	1	2	3	4	5