

5 Questions to Open Multicultural Conversations in Supervision

A Quick-Reference Framework for Clinical Supervisors

Multicultural conversations in supervision don't have to feel forced or awkward. The key is asking **intentional questions** that normalize culture as a clinical variable — not a sidebar topic. Use these five domains to open the door in any supervision session.

THE 5-DOMAIN FRAMEWORK

SELF-AWARENESS

01

"What part of your own cultural identity showed up in this case?"

Opens reflection without judgment. Builds the habit of noticing cultural lens before analyzing the client's.

CLIENT WORLDVIEW

02

"What do you know — and what are you assuming — about this client's cultural context?"

Separates observation from assumption. Encourages curiosity over certainty.

POWER & PRIVILEGE

03

"How might power dynamics between you and your client be influencing the therapeutic relationship?"

Names what often goes unspoken. Creates space to explore dynamics without blame.

CLINICAL APPLICATION

04

"How are you adapting your interventions to honor this client's cultural values?"

Moves from awareness to action. Bridges multicultural knowledge into actual session work.

SUPERVISORY RELATIONSHIP

05

"Is there anything about our own cultural differences that's affecting how we work together?"

Models vulnerability. Shows the supervisor is willing to examine their own impact — not just the supervisee's.



Revisit these questions regularly — not just once



Normalize discomfort as part of competence-building



Document multicultural discussions in your supervision notes



Want the Full Supervision Toolkit?

This framework is one piece of a complete clinical supervision system — with session planners, documentation templates, evaluation tools, and more.

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