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CROSS-CULTURAL SUPERVISION: THE RELATIONSHIP BETWEEN AFRICAN-
AMERICAN SUPERVISEES AND CAUCASIAN SUPERVISORS (146 pp.)

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In an extension of research demonstrating the role of racial identity status and personality characteristics, the present study examined the effects of racial identity status and personality characteristics on supervisee satisfaction in a cross-cultural supervision experience. For the purpose of this study, the supervisory experience consisted of a Caucasian supervisor and an African American supervisee. Both supervisors and supervisees completed the 16 Personality Factor Questionnaire (16 PF), and either the Black Racial Identity Attitude Scale, or the White Racial Identity Attitude Scale as appropriate for their race. The supervisee completed the Working Alliance Inventory (WAI) which was used to assess the degree of satisfaction with the supervisory process. Although both supervisors and supervisees completed the entire 16 PF, only the Global Factor Scale scores were used in this study.

The participants in this study were 16 Caucasian supervisors and 22 African-American supervisees from across the United States. The relationship between racial identity status scores, 16 PF scores, and the WAI scores were evaluated using stepwise multiple regression analysis. The analyses revealed positive relationships between supervisor racial identity status scores reflecting Pseudo Independence and supervisee

satisfaction. A positive relationship was also identified between supervisor 16 PF Global Factor Anxiety Scale scores and supervisee satisfaction.