CPA's Division of Education and Training (Division II) presents:

Navigating Difficult Conversations and Remediation with Supervisees

Presented by: Lydia V. Flasher, PhD and Melodie Schaefer, PsyD

Description:

This session provides information and guidance regarding supervisor competencies that are needed in order to provide constructive feedback and address challenging supervisee behavior and to navigate difficult conversations. Principles for creating and discussing individualized remediation plans with supervisees are also reviewed.

After attending this event, participants will be able to:

1. Articulate the supervision framework that should be established at the outset of supervision, prior to the need for difficult conversations.
2. Articulate the principles and methods for communicating with supervisees who present with challenging behaviors and/or are not meeting expected competencies.
3. Articulate the skills that supervisors can model for their supervisees to help ameliorate potential communication challenges.
4. Articulate the process of providing formative feedback and key elements of a remediation plan.

Lydia Flasher, PhD, is a licensed psychologist and clinical supervisor at Morrissey Compton in Redwood City, CA where she specializes in the treatment of children, adolescents and adults with mood, anxiety, trauma and attention disorders. Prior to her current position, she was Director, Psychology Training Programs at Children's Health Council in Palo Alto, CA for approximately 20 years, where she co-directed the Stanford Children's Hospital/ Children's Health Council Consortium Internship Program and simultaneously directed CHC's Postdoctoral Training Program. She brings over three decades of experience providing teaching, supervision and training in clinical psychology. She has also served on the executive board of CPA's Division II, Education and Training for more than a decade, and has recently joined CPA's Executive Board as Treasurer-Elect. She has written and presented on topics ranging from supervision competencies, building metacompetencies, using countertransference to advance clinical understanding, pediatric palliative care and coping with chronic illness. She has a longstanding commitment to training competent, compassionate, and ethical psychologists.

Melodie Schaefer, PsyD, has been providing psychotherapy, consultation, education, supervision and training services and conducting clinical research for over 45 years. She has been a member of the California Psychological Association for over 30 years and is currently Co-Acting Chair, Board of Psychology Representative and Local Advocacy Network (LAN) representative for Division II on Education and Training, of which she has been a member for 20 years. She served as Division II Board Chair (2013; 2023), Secretary/Treasurer (2014,2015), the Division's Delegate to the CPA Board (2010 to 2014) and served on the CPA Membership Committee (2013-2015) and Conference Planning Committee (8 yrs) and a past Convention Chair. Dr. Schaefer is also a member of Division I and V, serves on CPA's Continuing Education Committee (12 yrs) and is Chair of the California Psychology Internship Council (CAPIC). She is also a member of the Psychotherapy Action Network's (PsiAN) Alliance Committee. Dr. Schaefer is a recipient of CPA's Silver PSI Award (2023)

and the Jerry Clark Award for Advocacy (2025). Dr. Schaefer has authored/co-authored articles for the California Psychologist, the Board of Psychology and LACPA and numerous scientific research papers in peer-reviewed journals in the areas of assessment and treatment substance use disorders, pharmacological intervention studies, HIV/AIDS prevention, impact of intercurrent infections on functioning, impact of childhood trauma on psychological functioning, and advocacy for training opportunities that support diverse student needs and provision of mental health services for underserved and underrepresented populations in California. She also serves as a reviewer for the APA journal Psychological Services and enjoys serving as an outside reader on doctoral dissertation committees. She is a member of the American Psychological Association for over 33 years, and a member of the National Register for the last nine years. Dr. Schaefer has been actively involved in developing and directing doctoral training practica and internships (CAPIC, APPIC) and has provided training and supervision to pre- and post-doctoral psychology students for over 30 years. Her areas of clinical interest include trauma-related treatment, psychotherapeutic approaches in treating chronic pain and medical conditions, women’s mental health, and mind-body interventions in reducing stress and its relationship to inflammation and improving vagal tone and overall functioning.