

What is the difference between supervision, peer supervision, and mentoring?

Supervision, peer supervision, and [mentoring](#) are sometimes confused with one another. You should determine which partnership is best suited to support you. You might engage in more than one partnership to meet different support needs. Organisations define supervision, peer supervision and mentoring differently. The following similarities and differences are defined for speech pathologists in SPA's [Professional Standards](#) (2020a) and [Position Statement: Professional Support, Supervision and Mentoring](#) (2022).

	Supervision	Peer Supervision	Mentoring
Supports continuing professional development and learning.	✓	✓	✓
Partnership is formalised with a written agreement.	✓	✓	✓
Provider may claim new or enhanced learning in the "Other Learning" category (O) of the Certification Program .	✓	✓	✓
Supports evidence-based practice decisions. Speech pathologists receive guidance related to their current caseload. Participants discuss questions about specific service users.	✓	✓	✗
Support is a component of workplace clinical governance, accountability, and the provision of safe and effective services.	✓	±	✗
Employer might have more choice in selecting who will provide the support.	✓	±	✗
Provider usually receives a fee or offers support as part of their work role. Support may be offered as a professional service.	✓	✗	✗
Provider may claim new or enhanced learning toward the Professional Support requirement of the Certification Program .	✗	✓	✗
Provider does not typically receive support in the partnership.	✓	✗	✓
Provider is usually more experienced than the speech pathologist receiving support.	✓	✗	✓
Provider often volunteers their support.	✗	✓	✓
Speech pathologist usually has more choice in selecting who will provide support.	✗	✓	✓
Topics of learning and discussion are often determined by the individual receiving support.	✗	✓	✓