## Table 1. Instruments consulted for generation of the initial supervision items and external and internal (Médecins sans Frontières; MSF) sources.

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| --- | --- | --- | --- | --- |
| **Instrument** | **Source** | **Target Group** | **Location** | **# of Items** |
| Core competencies for MNS | Collins et al., 2015 | Non-specialists treating MNS in sub-Sahara Africa. Developed in Uganda | Uganda | 24 |
| Mental health gap (mhGAP) core competencies | World Health Organization, 2016a | Non-specialist health care workers receiving clinical supervision post-mhGAP training |  | 45 |
| Enhancing Assessment of Common Therapeutic factors (ENACT) | Kohrt et al., 2015 | mhGAP-trained, non-specialist health care workers providing MNS care  | Nepal, Liberia, Uganda | 18 |
| Accreditation Standards | Australian Psychology Accreditation Council, 2019 | Psychology graduates (Masters level). Excluded “specific areas of practice”. |  | 17 |
| Clinical Psychology Practicum Competencies Rating Scale (CYPRS) | Gonsalvez et al., 2015 | Clinical psychology trainees in Australia, internship evaluation. | Australia | 69 |
| Revised competency benchmarks in professional psychology | American Psychological Association, 2012 | Psychologists at three different stages of professional development in the U.S. (practicum, internship, professional practice). | US | 55 |
| Competencies for psychology practice in primary care | American Psychological Association, 2015 | Psychologists practicing in primary care settings in the U.S. | US | 85 |
| Supervisor Trainee Quarterly Evaluation (STQE) | Callahan et al., 2017 | Trainee psychologists (doctoral students) in internship in the U.S. | US | 25 |
| Therapist Empathy Scale (TES) | Decker et al., 2014 | Therapist empathy scale in the U.S. developed with practicing clinicians | US | 9 |
| Centre for Outcomes Research and Effectiveness (CORE )competence frameworks | University College London, 2016 | MH clinicians delivering specific therapeutic interventions in various settings Disorder-specific intervention items were excluded | UK | 169 |
| Cognitive-behavioural therapy (CBT) map |  | 43 |
| Child and adolescent mental health services (CAMH)s map |  | 32 |
| Interpersonal psychotherapy map |  | 34 |
| Psychoanalytic/psychodynamic map |  | 30 |
| Interventions for persistent physical problems map |  | 30 |
| Problem Management Plus (PM+) | World Health Organization, 2016b | Non-specialist helpers delivering the PM+ intervention. |   | 35 |
| Checklist for roleplays | Viciana, 2009 | Counsellors delivering individual, basic counselling within humanitarian NGO |  | 37 |
| Logbook community health educator | MSF | Developed for performance evaluation of community health educators | Various | 18 |
| Counselor competency checklist | MSF | Developed for psychosocial counselor training and supervision | Iraq | 38 |
| MH clinician performance appraisal form | MSF | Developed for staff evaluation of prescribing clinicians, training development | Liberia | 39 |

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