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**40 digital cards for building strengths-based,
solution-focused supervision**

DIGITAL CARDS



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Bringing strengths



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BEGINNING:
Establishing a
relationship

Bringing strengths

- What personal, professional and cultural strengths do you bring to your work?
- What experiences have helped to develop these strengths?
- How do these strengths make a difference?
- How do others notice these strengths?

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Professional experience



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BEGINNING:
Establishing a
relationship

Professional experience

- What first attracted you to this vocation?
- What continues to attract and inspire you?
- What would clients and colleagues say they most appreciate about your approach to your work?
- What have been some highlights and turning points in your professional life?

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Present situation



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BEGINNING:
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Present situation

- Where are you in your professional journey?
- What are your sources of satisfaction at present?
- What are your most difficult challenges?
- What contributions are you most pleased about making right now?

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Hopes and plans



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BEGINNING:
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Hopes and plans

- What sparks your curiosity?
- Where are you heading?
- In your dreams, what is your ideal work situation?
- Is your current way of working supporting your aspirations for the future?

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Hopes for supervision



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BEGINNING:
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Hopes for supervision

- How do you hope that our supervision might help enhance your practice?
- If our supervision could result in one significant or surprising change, what might it be?
- What do you think will be the best use of our time in supervision?
- Thinking about your hopes for supervision, what image comes to mind?

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Experience of supervision



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BEGINNING:
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Experience of supervision

- What experience of supervision have you had?
- What is your understanding of the value of supervision?
- Are there any stories or feelings about supervision you would like to share?
- How would you like our supervision experience to be different or similar to these stories and feelings?

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Monitoring supervision



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BEGINNING:
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Monitoring supervision

- How will we know when supervision is going well?
- How and when will we review our supervision?
- What signs would suggest we need to change the way we work?
- What other professional development might be useful?

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Clarifying arrangements



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BEGINNING:
Establishing a
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Clarifying arrangements

- Have we established our meeting times and places?
- Have we established how long our supervision relationship will last?
- When might we have to suspend 'business as usual'?
- Are we clear about how we will manage privacy, confidentiality and disagreements?

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Comparing our stories



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BEGINNING:
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Comparing our stories

- What would be helpful to share about our professional stories, learning styles and cultural backgrounds?
- How do these compare in terms of orientation, strengths, skills and experience?
- What stands out in terms of similarities and differences?
- Are there areas where our strengths complement each other?

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Combining our stories



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Combining our stories

- What are some promising signs that we can form a creative partnership?
- What could make this supervision experience unique for both of us?
- How can we best combine our respective strengths?
- Might we each have strengths that could get in the way of our supervisory relationship?

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Contributing to supervision



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Contributing to supervision

- How will you prepare for supervision?
- What do you think is the best way for you to contribute?
- What do you think a supervisor would value most about your contribution?
- What do you think you would value most about a supervisor's contribution?

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Professional alignment



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CONTEXTING:
Identifying our
accountability

Professional alignment

- How do your professional values align with those of your organisation or colleagues?
- What would change if there were greater alignment?
- What does your organisation expect of you in regards to supervision?
- What do you expect of your organisation in regards to supervision?

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Roles and responsibilities



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CONTEXTING:
Identifying our
accountability

Roles and responsibilities

- Are we clear about our respective roles and responsibilities?
- What situations are we required to report elsewhere?
- How will each of us balance self-care with our professional responsibilities?
- Who else, outside of supervision, will we draw on for support and feedback?

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Formal agreements



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CONTEXTING:
Identifying our
accountability

Formal agreements

- Do we need a formal agreement?
- Does it need to be seen or approved by others?
- What should it contain?
- When and how should it be reviewed?

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Feedback and evaluation



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CONTEXTING:
Identifying our
accountability

Feedback and evaluation

- Is formal evaluation required?
- How and when should feedback be offered?
- What form will evaluation take?
- Who will have access to feedback and evaluation?

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Respecting clients



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CONTEXTING:
Identifying our
accountability

Respecting clients

- How will we handle client-related emergencies?
- What will be shared about clients during supervision?
- What will be shared with clients about supervision?
- How will we know if it is ever useful or important for the supervisor to meet with a client?

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Recording



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CONTEXTING:
Identifying our
accountability

Recording

- What records of our supervision do we need to keep?
- Do we have a shared understanding about the privacy and confidentiality of these records?
- Do we have a shared understanding about who 'owns' these records?
- What will happen to any records at the end of our supervision?

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Opening the session



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SHARPENING THE FOCUS:
Making each
session count

Opening the session

- What are your main hopes for our work today?
- If these hopes were realised, what would be different?
- How will you know if our work today has been helpful?
- What will others notice?

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Building on our last session



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SHARPENING THE FOCUS:

**Making each
session count**

Building on our last session

- What's been different since we last met?
- Is there something from our last session that you would like to re-visit?
- What have you tried out since we last met?
- What observations and insights have occurred since we last met?

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Practitioner's reflections



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Making each
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Practitioner's reflections

- What are your reflections on this situation so far?
- What questions have you already addressed and what others do you want to explore?
- What do you hope our discussion will add to your own reflection and practice?
- How will you decide that you no longer need to bring this topic to supervision?



SHARPENING THE FOCUS: Making each session count

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Noticing success



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SHARPENING THE FOCUS:

**Making each
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Noticing success

- While you may be experiencing challenges, what has gone well or better than expected in your work?
- How have you contributed to this?
- How have others noticed and responded?
- How do you notice and celebrate success?

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Scaling change



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Scaling change

- On a scale from 1 to 10, where would you place yourself in terms of confidence, optimism, readiness, determination, or other desired changes?
- Where would your clients or colleagues place you?
- If you have moved up or down recently, how did this happen?
- If you were to move one step higher on the scale, what would you and others notice?



SHARPENING THE FOCUS: Making each session count

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Appreciation



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SHARPENING THE FOCUS:

**Making each
session count**

Appreciation

- What can you appreciate about your work this week?
- If your clients and colleagues were here, what would they say they have appreciated about your work?
- How have you achieved this in the face of difficulties?
- What is a genuine compliment that could be made about your work?

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Resilience



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SHARPENING THE FOCUS:

**Making each
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Resilience

- When things have been at their toughest, what have you done to keep going?
- How do you care for yourself in these situations?
- What will you do if things don't improve or get worse?
- What helps you maintain hope in these situations?

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Supervisor's contribution



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SHARPENING THE FOCUS:

**Making each
session count**

Supervisor's contribution

- How are you hoping my ideas on this situation might be different from yours?
- How will you decide if my ideas are helpful?
- Suppose you wanted to try a suggestion, how might you adapt it to suit your style and clients?
- How will you know that you are ready to use it?

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What else?



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**Making each
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What else?

- What else is on your radar?
- Has anything slipped through the cracks?
- If there is an elephant in the room, how would we name it?
- If we needed a new card for today, what would we call it?

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Closing the session



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SHARPENING THE FOCUS:
Making each
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Closing the session

- What will you take away from this session?
- What practical difference might this make?
- What might be the next steps?
- Do we need to plan our next session?

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Noticing changes in identity



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WIDENING THE LENS:
Mapping our professional
developments

Noticing changes in identity

- How would you describe yourself as a practitioner now?
- How have you changed since we began our work?
- Are there areas in which you feel more competent and confident?
- What factors, within and outside our supervision, have contributed to this change?

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Responding to challenges



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WIDENING THE LENS:
Mapping our professional
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Responding to challenges

- Have you noticed any changes in the ways you respond to challenging situations?
- What new skills, strategies and strengths have you used to address particular situations?
- Does one example stand out?
- Have any aspects of supervision helped you respond to challenges?

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Supervisor's observations



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WIDENING THE LENS:
Mapping our professional
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Supervisor's observations

- Would it be useful to hear my observations about how your practice has developed since we started?
- Would it be useful to hear my observations about how our style of supervision has evolved since we started?
- How do our observations match up?
- Who else might have some useful perspectives?

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Noticing changes in supervision



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WIDENING THE LENS:
Mapping our professional
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Noticing changes in supervision

- What changes have you noticed in the topics you bring to supervision?
- What changes have you noticed in the way you prepare for supervision?
- What changes have you noticed in your goals and priorities for supervision?
- What changes have you noticed in the ways we each contribute?

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Challenges in supervision



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WIDENING THE LENS:
Mapping our professional
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Challenges in supervision

- What has been the most difficult challenge we have faced in our supervisory relationship so far?
- What can we appreciate about the way we have both responded?
- Having worked through this situation together, how might it change the way we do supervision?
- Have there been other challenges that would be useful to discuss?

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Self-supervision



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WIDENING THE LENS:
Mapping our professional
developments

Self-supervision

- How do you decide whether to ask for assistance in a particular situation?
- What is a sign that you no longer need assistance and can rely on your own reflections?
- How are you learning to have confidence in your own judgement whilst respecting the views of others?
- How can our supervision help you to continue developing these skills?

WIDENING THE LENS: Mapping our professional developments

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How are we travelling?



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WIDENING THE LENS:
Mapping our professional
developments

How are we travelling?

- Are we on track with our goals and priorities for supervision?
- Is our style of supervision sitting well with you?
- Are we fulfilling our professional roles and responsibilities?
- How are travelling in relation to our formal agreements?

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Looking back



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ENDING:
Celebrating
the journey

Looking back

- Compared to when we started, how would you describe yourself as a practitioner now?
- How has this changed since the beginning of our work?
- In what areas are you more accomplished and confident?
- Is there a symbol or metaphor that describes your experience of our work together?

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What's worked?



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ENDING:
Celebrating
the journey

What's worked?

- What can we appreciate most about how we have worked together?
- What particular experiences stand out as the most important for you?
- What do you think has been most valuable for your clients?
- What can we appreciate about the way we have responded to challenges?

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What's left to do?



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ENDING:
Celebrating
the journey

What's left to do?

- Before completing our work do we need to consult with, or inform, others?
- Have we fulfilled our formal agreements?
- Have we complied with other professional requirements?
- Is there any unfinished business we need to discuss or complete?

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Looking ahead



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ENDING:
Celebrating
the journey

Looking ahead

- Ideally, what form of supervision would you like in the immediate future?
- How would this be similar or different to our present supervision?
- What do you see as the best combination of supervision and self-supervision for you?
- Have your priorities for supervision changed?

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Becoming a supervisor



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ENDING:
Celebrating
the journey

Becoming a supervisor

- Imagining yourself as a supervisor, how would your style be different from mine?
- What will you take into your own supervision practice from our experience together?
- What questions have we explored that might be valuable in your own supervision practice?
- What will be the key strengths that you offer as a supervisor?

ENDING: Celebrating the journey

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Marking a transition



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ENDING:
Celebrating
the journey

Marking a transition

- How will we celebrate the completion of our work?
- How can we mark the transition into the next phase of your professional life?
- Who else would appreciate knowing about this transition?
- What legacy from our work will we each carry forward?