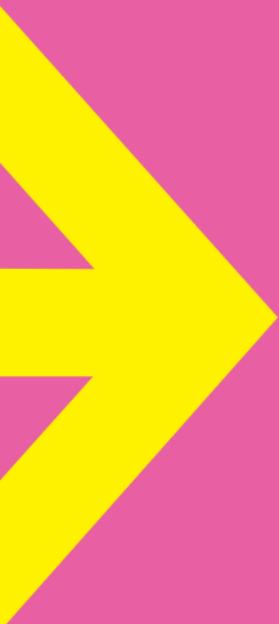




supervision

A reflective tool
for supporting
best practice

By Roger Lowe and Russell Deal
with Sue King-Smith



Supervision agreements

1

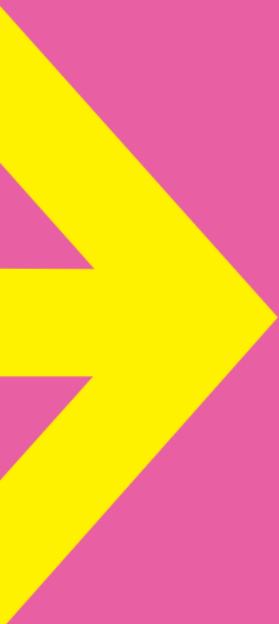
Setting the scene

Supervision agreements

What should be included in our supervision agreement?

Are we clear about how we will manage privacy and confidentiality?

How will we divide our time between managerial tasks and critical reflection?



Roles and responsibilities

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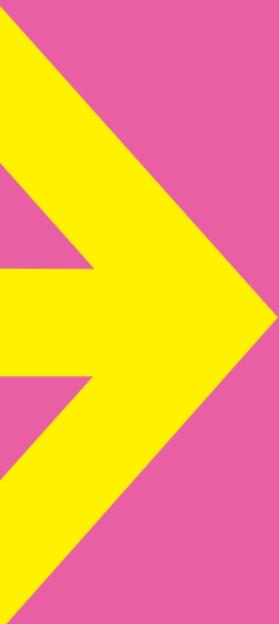
Setting the scene

Roles and responsibilities

Are we clear about our respective roles and responsibilities?

Do we have a shared understanding of the purpose of supervision?

What is the best way for each of us to contribute?



Recording

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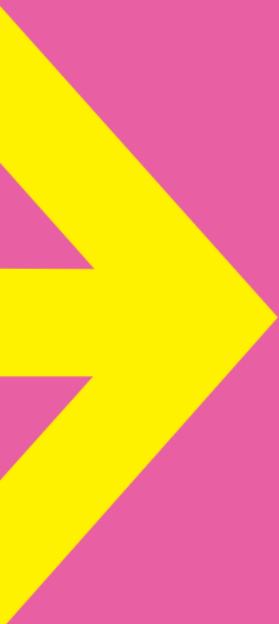
Setting the scene

Recording

What records of our supervision sessions do we need to keep?

Under what circumstances would these records be shared with others?

What is the most useful and practical way to record our supervision sessions?



Reviewing

1

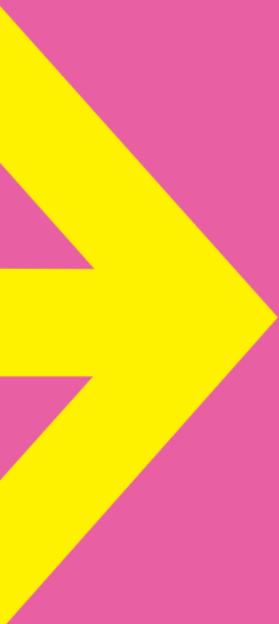
Setting the scene

Reviewing

What signs would suggest we need to change the way we work?

How will we know when supervision is going well?

How will we notice, record and reflect upon changes to our work practice over time?



Talking about strengths, experiences and hopes

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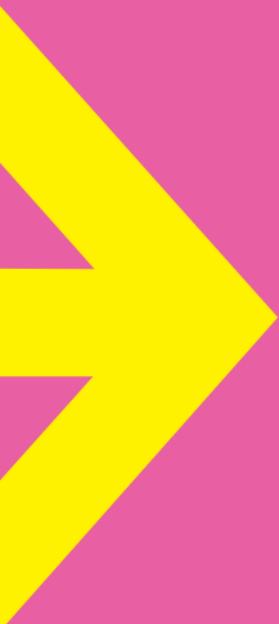
Setting the scene

Talking about strengths, experiences and hopes

What personal, professional and cultural strengths do you bring to your work?

Does your current work align with your future aspirations?

What helps you stay inspired and engaged in the work?



Managing differences

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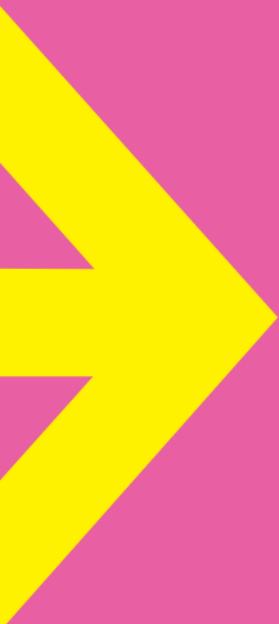
Setting the scene

Managing differences

How will we work through differences of opinion or approach?

What strategies have you used to deal with conflict in the past?

How will we know it's time to bring someone else into the conversation?



Giving and receiving feedback

1

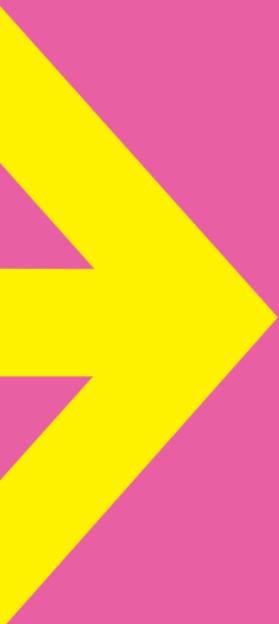
Setting the scene

Giving and receiving feedback

How and when should feedback be offered?

How can we create a safe space where we both feel comfortable giving and receiving feedback?

What types of feedback would be most helpful?



Sharing our stories

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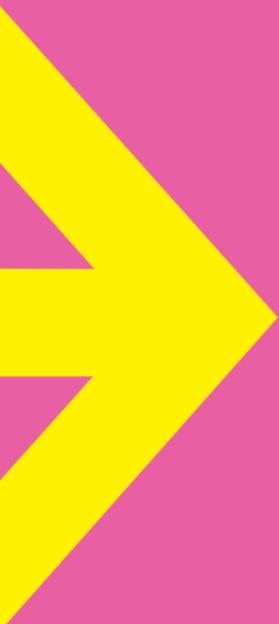
Setting the scene

Sharing our stories

What aspects of our work history, learning style, cultural background or identity would be useful to share?

What else do we need to know about each other to feel respected and safe?

Are there any previous experiences of supervision you would like to share?



Including the client's voice

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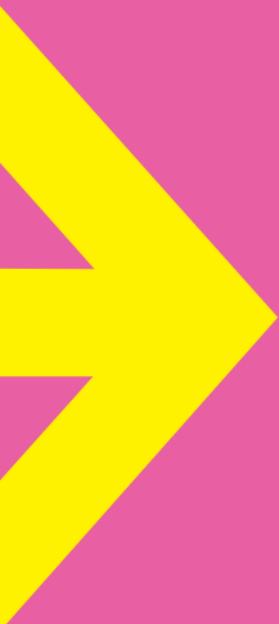
Setting the scene

Including the client's voice

What are some ways we could include the voice of the client in supervision?

How will we know if supervision has led to better client outcomes?

How will supervision help us improve our capacity to notice client strengths and capacities?



Being respectful

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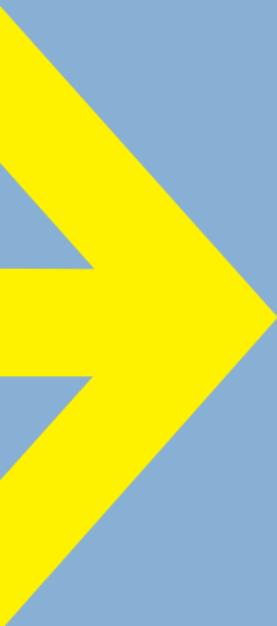
Setting the scene

Being respectful

How will we know we are being respectful of clients' and colleagues' identities and backgrounds?

What personal values, beliefs and past experiences may be influencing the way we work?

What would we notice if we were being more inclusive?



Opening the session

2

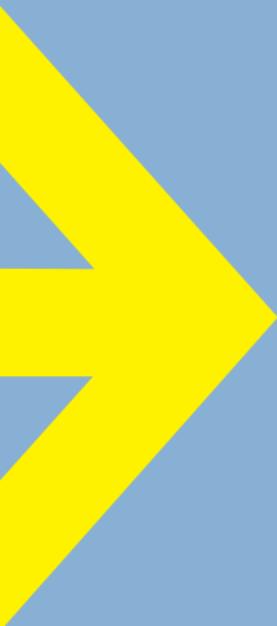
Sharpening the focus

Opening the session

What do you hope will change as a result of our conversation today?

If these hopes were realised, what would be different?

What would others notice?



Building on our last session

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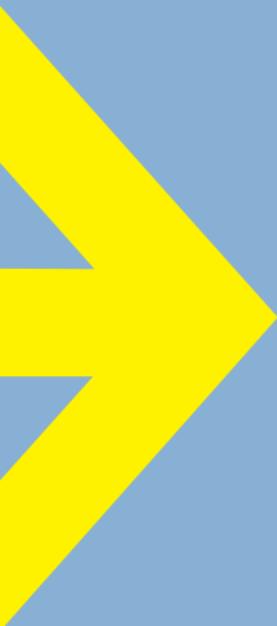
Sharpening the focus

Building on our last session

Is there something from our last session you would like to re-visit?

What have you tried since we met last?

Is anything getting in the way of you making a change?



Noticing success

2

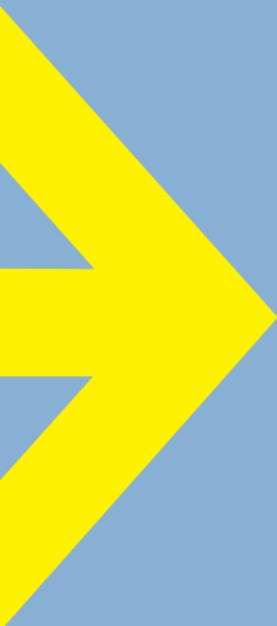
Sharpening the focus

Noticing success

What has gone well or better than expected since we last met?

How have you contributed to this?

How do you acknowledge or celebrate when things go well?



Appreciation

2

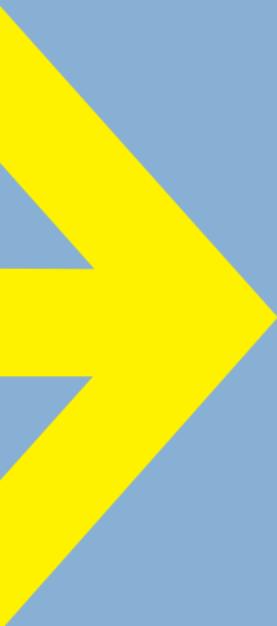
Sharpening the focus

Appreciation

What do you appreciate or value about the work you do?

If clients and colleagues were here, what would they say they appreciate about your work?

What is a genuine compliment that could be made about your work?



Different types of supervision

2

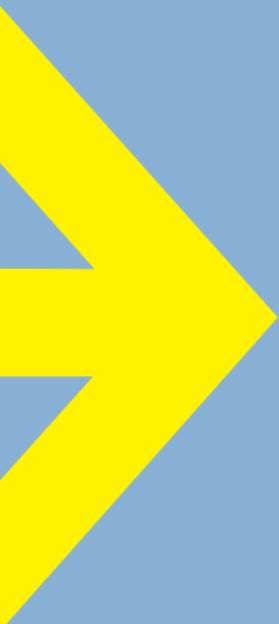
Sharpening the focus

Different types of supervision

What types of informal supervision do you draw on?

How do you debrief after a challenging conversation?

Would peer or group supervision be useful?



Self-care

2

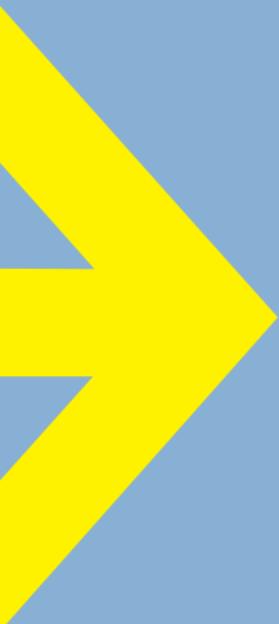
Sharpening the focus

Self-care

When things have been challenging, what helped you keep going?

How do you look after yourself in these situations?

What do you do to maintain hope and motivation?



What would
the client say?

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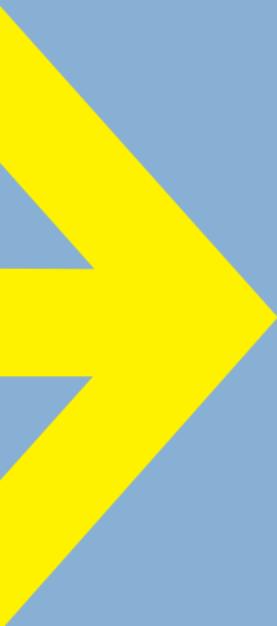
Sharpening the focus

What would the client say?

If we asked a client, what would they say is the most important thing we could be talking about today?

What changes do you think clients would like to see in how we work?

If supervision was successful, what changes would clients notice in our work practice?



Ethical decisions

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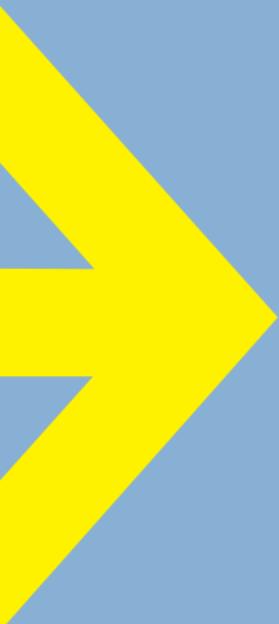
Sharpening the focus

Ethical decisions

What aspects of the work do you find most ethically challenging?

Are there any situations or elements of the work you try to avoid or that make you uncomfortable?

When faced with an ethical dilemma, how do you make decisions?



What else?

2

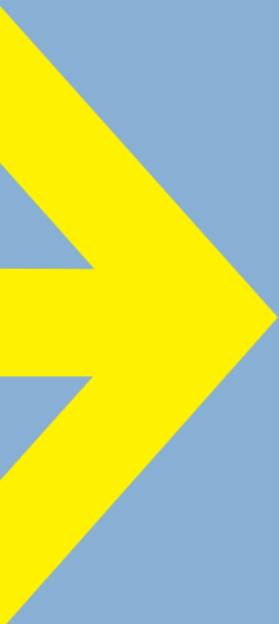
Sharpening the focus

What else?

What has already been addressed and what still needs to be explored?

What else is on your radar?

Has anything slipped through the cracks?



Closing the session

2

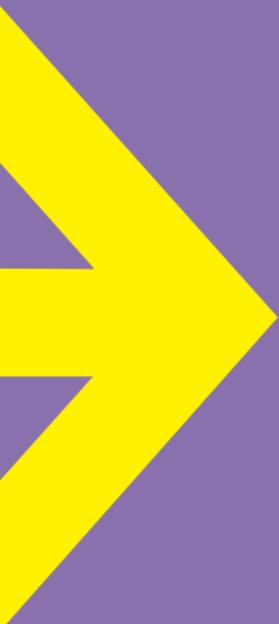
Sharpening the focus

Closing the session

What will you take away from this session?

What are the next steps?

Do we need to plan our next session?



Responding to challenges

3

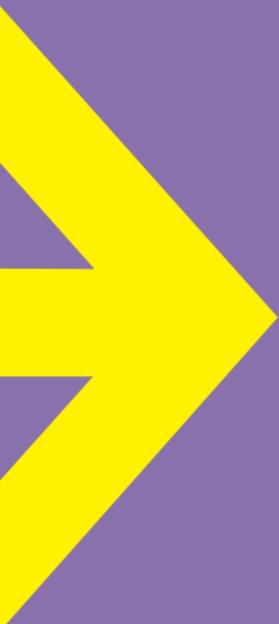
Widening the lens

Responding to challenges

Have you noticed any changes in the ways you respond to challenging situations?

Do particular situations or conversations trigger feelings for you?

What new skills, strategies and strengths have you developed?



Honing your self-supervision skills

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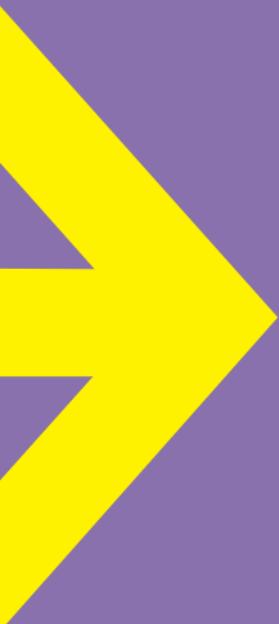
Widening the lens

Honing your self-supervision skills

How do you decide whether to ask for support in a particular situation?

What helps you have confidence in your own judgement?

How can supervision help you to continue developing your skills and confidence?



How are we travelling?

3

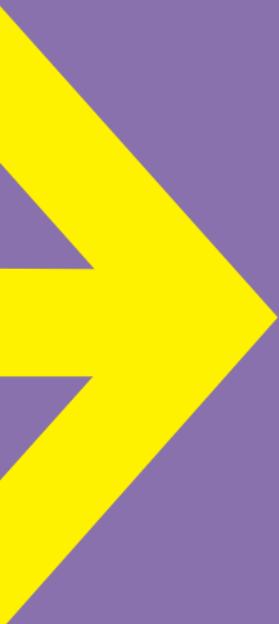
Widening the lens

How are we travelling?

Is the way we are working supporting clients to achieve their desired outcomes?

What changes could we make to the way we work?

Does the way we are doing supervision support best practice?



What if?

3

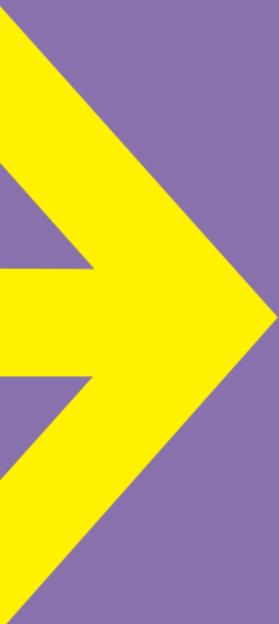
Widening the lens

What if?

What would you do if you had unlimited resources?

What would you do if you needed to resolve this tomorrow?

What would have changed if you woke up in the morning and the path forward was clear?



Learning and development

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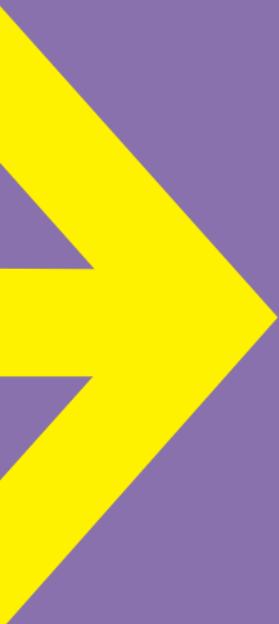
Widening the lens

Learning and development

What do you need to learn, or unlearn?

How will this support better client outcomes?

What is the best way to build your capacity in this area?



Parallel practice

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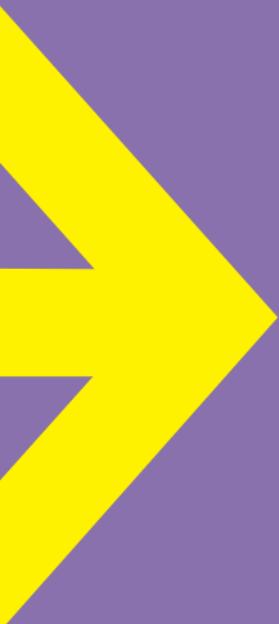
Widening the lens

Parallel practice

How would the client experience be different if we had a shared and consistent approach across the whole organisation?

Do our organisational values align with how we work with clients?

How can we make sure we model best practice in supervision?



Naming power

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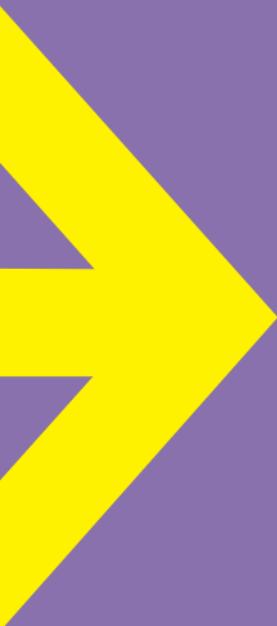
Widening the lens

Naming power

How do differences in status or power influence the supervision relationship?

How do differences in power play out in relationships between professionals and clients?

What could we do to minimise power imbalances?



Exploring barriers to change

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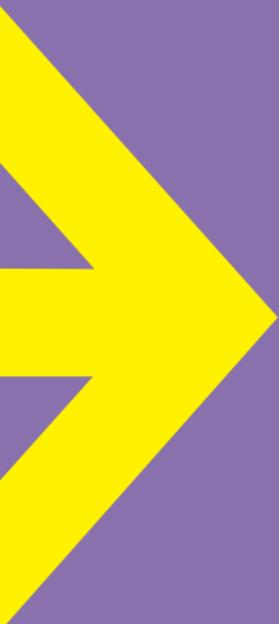
Widening the lens

Exploring barriers to change

What is getting in the way?

Are there any structural or organisational blocks hindering progress?

What hidden barriers could be at play here?



Advocacy

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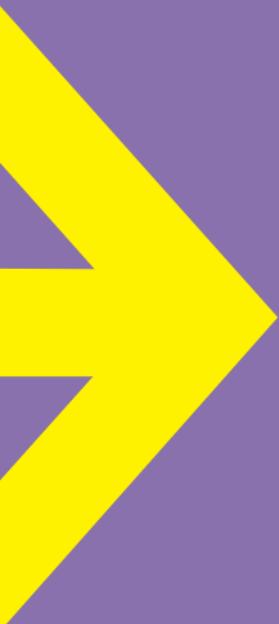
Widening the lens

Advocacy

What does the client want people to know?

How can we support the client to be heard?

Who else could help?



What's changing?

3

Widening the lens

What's changing?

Have you noticed any new trends in the sector?

What do you think is just over the horizon?

What would help us successfully navigate future change?