

Supervision: *Considerations and self-reflective practice*

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Objectives

- ▶ Considerations regarding clinical supervision and how they relate to your work (past, current)
- ▶ Reflect on your own experiences, challenges and role as a clinical supervisor
- ▶ Consider further supervision-related developmental goals and ongoing self-reflective practice

Guiding Principles

- ▶ What principles guide your professional practice?
- ▶ What are your guiding principles for providing clinical supervision?

Guiding Principles; such as...

- ▶ Keep a sense of humour
- ▶ I don't know everything
- ▶ We can learn together
- ▶ Learn as you go...always learning
- ▶ Always need clinical supervision (at every stage of practice)
- ▶ Modelling/mentoring/collaborative approach
- ▶ Humility
- ▶ Unconditional positive regard; common factors
- ▶ Best practice; consistent with professional codes
- ▶ Positive experience; point of difference...

Functions & Roles

- ▶ What **functions** does clinical supervision help to provide?
- ▶ What **roles** does a clinical supervisor need to fulfil to serve these functions?
- ▶ What are the **skills** you generalise in your professional practice to providing clinical supervision?
- ▶ How do you **raise issues** in supervision? What works? How is this similar/different to raising issues in therapy?

Functions & Roles

- ▶ What **functions** does clinical supervision help to provide?
 - ▶ Learning
 - ▶ Well-being
 - ▶ Best practice; evidence based treatment
 - ▶ Ongoing professional development
 - ▶ Self-reflective practice
 - ▶ Ethical/legal
 - ▶ Board-related
 - ▶ Others...

Functions & Roles

- ▶ What role does a clinical supervisor need to fulfil to serve these functions?
 - ▶ Teacher / educator
 - ▶ Mentor
 - ▶ Support
 - ▶ Facilitator
 - ▶ Encourager
 - ▶ Gate-keeper
 - ▶ Others...

Process: Consider context, purpose and developmental stage

- ▶ Frame questions / responses accordingly
- ▶ Direct skills/teaching
- ▶ Competencies
- ▶ Modelling a process to think more like a clinician
- ▶ Focus on increasing self-efficacy and identification as a clinician
- ▶ Developing problem-solving skills and algorithms for decision making
- ▶ Helping them to identify options: pros / cons; clinical rationale
- ▶ Documentation

Process: Self-reflection

- ▶ Clinical supervision versus clinical practice?
- ▶ Clinical supervision versus teaching?
- ▶ Line management versus clinical supervision?

Process: Responsibilities

- ▶ Supervisor responsibilities:
 - ▶ Establish a safe environment
 - ▶ Remain up to date on case load/clients; assisting to identify clients at risk
 - ▶ Facilitate learning and development
 - ▶ Provide supervision within scope of practice/competencies/expertise
 - ▶ Provide clear, concise and constructive feedback
 - ▶ Provide feedback on supervision and goal progress
 - ▶ Advise supervisee of foreseeable absences in a timely manner
 - ▶ Others?

Process: Responsibilities (cont'd)

- ▶ Supervisee responsibilities:
 - ▶ Present cases in a concise, structured, coherent case formulation framework
 - ▶ Supervisee should come with agenda-negotiate at start of SV session
 - ▶ Use self-evaluation as a tool for development—be prepared to explore process
 - ▶ Discuss goal progress
 - ▶ Provide feedback on supervision and any difficulties
 - ▶ Arrange own supervision with supervisor is absent
 - ▶ Others??

Sustainability

- ▶ What is needed to develop “good” skills in clinical supervision?
- ▶ What is needed to *continue* to be a “good” supervisor”

Sustainability, examples...

- ▶ Workshops
- ▶ Having a range of supervisors you've learned from
- ▶ Supervision of supervision
- ▶ Modelling self-care
- ▶ Modelling a life / work balance
- ▶ Modelling present moment awareness
- ▶ Modelling active interest and follow up
- ▶ Others...

Self-reflective practice exercise

- ▶ *As you reflect back on your own years of clinical supervision, what have been your learnings along the way?*
- ▶ *What advice would you give to a new clinical supervisor?*

Self-reflective practice exercise

- ▶ *Think back to a previous clinical supervisor you considered to be “great” ...what about this person and their approach to supervision “great”?*
- ▶ *If someone were talking about you as being a “great” clinical supervisor, how would you hope for them to describe you?*

Self-reflective practice exercise

My supervision practice

- ▶ *Similarities*
- ▶ *Differences*
- ▶ *Challenges*
- ▶ *Where to from here?*
 - ▶ *Set one goal*

Questions/Discussion??

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