



Reflective Supervision

Peer Supervisor Community of Practice

February 18, 2021

What is Reflective Practice?

- Stepping back from the immediate, intense experience of direct work
- Taking time to consider what the experience means to the professional and the family
- Taking a conscious look at emotions, experiences, actions, and responses
- Using that information to reach a higher level of understanding
- Improving practice by cherishing strengths and partnering around vulnerabilities to generate growth

Pause: Is reflective practice currently a regular part of the supervision you provide?

What makes reflective supervision different?

➤ **Administrative**

- Program policies, rules, and procedures

➤ **Clinical**

- Reviewing participant experiences, discussion of strategies or solutions

➤ **Reflective**

- Attending to the emotional content of the work, thoughtfully considering all perspectives (professional, parent/caregiver, child), remaining curious, open, and content to “not know”

Pause: What percentage of time do you spend on each function in supervision? (e.g. A=%, C=%, R=%) Enter in chat.

REFLECTIVE SUPERVISION

Key Principles



“Reflective Supervision:
A Guide for Home
Visitors, 2018

What We Each Need to Bring to Reflective Supervision

- ▶ Staying mindful and present
- ▶ Removing your problem-solving hat
- ▶ Modeling curiosity
- ▶ Slowing down, pausing, using silence
- ▶ Staying tuned-in to the emotional content of all participants, perspectives and relationships
- ▶ Suspending judgment and responding with empathy
- ▶ In group supervision, all members, not just the supervisor, share the responsibility to ask thoughtful questions and to promote reflection

Pause: What strengths do you bring to this process? Where would you like to grow as a supervisor?

The Rituals and Routines of Reflective Supervision

1. **Preparation:** What are you bringing to supervision? Recent hits or misses? An individual or family that has been on your mind a lot?
2. **Reconnecting:** Transition from outside concerns to the moment; whole person check-in
3. **Finding the Agenda:** What would you like to explore together? What do you need?
4. **Telling the Story:** Provide information. Supervisor asks questions and offers reflections.
5. **Exploring Perspectives and Hypotheses:** What's the worker's experience of the situation? The individual/family? Whose perspective is part of the conversation? Whose isn't? What is done/undone? What is said/unsaid? Identify the worker's feelings. Identify the individual/family's feelings? How are they the same? Different?
6. **Considering Next Steps:** What would the worker like to "take away," remember, or focus on in moving forward? What would help the worker in preparing for next interaction with family?
7. **Closing:** How did you experience supervision today? Validation offered.

Available
For You
In a
Handout



Reflective Supervision: A demonstration Paula and Monica

Learning From Each Other

1. How might reflective supervision add value to your practice?
2. What did you observe in the demo? What questions do you have?
3. What might get in the way of adding reflective dialogue to your supervisory sessions?
4. Does reflective supervision seem like a good fit for peer specialists? Why or Why not?
5. How might reflective supervision be useful in exploring identity and self awareness in supervisors, practitioners and participants?
(The parallel process)
6. Other opportunities for co-creating meaning together...

Fire

What makes a fire burn
is space between the logs,
a breathing space.
Too much of a good thing,
too many logs packed in too tight
can douse the flames
almost as surely
as a pail of water would.

So building fires
requires attention
to the spaces in between,
as much as the wood.

When we are able to build
open spaces
in the same way

we have learned
to pile on the logs,
then we can come to see how
it is fuel, and absence of the fuel
together, that makes fire possible.

We only need to lay a log
lightly from time to time.
A fire
grows
simply because the space is there, with
openings
in which the flame
that knows just how it wants to burn
can find its way.

--Judy Brown



With gratitude for our time
together



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