



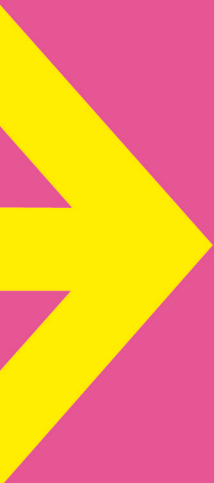
Digital Version

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org



supervision




# 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? 

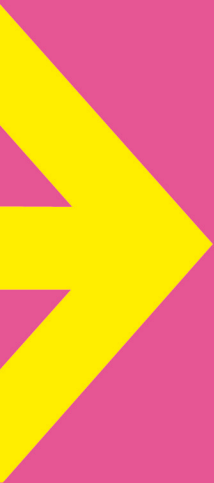
How will we divide our time between managerial tasks and critical reflection? 

Go to thumbnail

**Innovative**  
Resources  
innovativeresources.org



supervision




# Roles and responsibilities





1

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? 

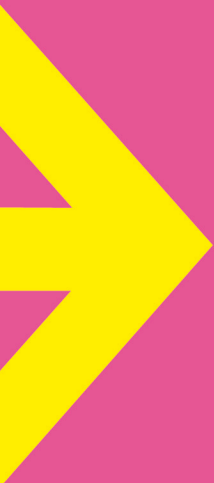
Go to thumbnail

**Innovative  
Resources**

innovativeresources.org



supervision




# Recording





1

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? 

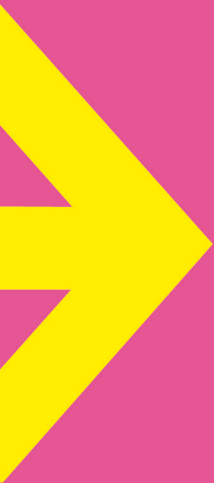
What is the most useful and practical way to record our supervision sessions? 

Go to thumbnail

**Innovative**  
Resources  
innovativeresources.org



supervision



# 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? 

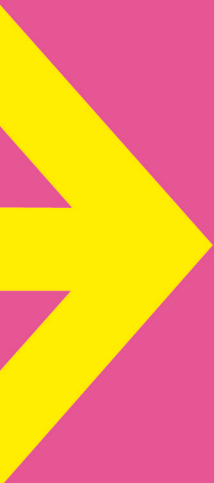
How will we notice, record and reflect upon changes to our work practice over time? 

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org



**supervision**




Talking about  
strengths,  
experiences  
and hopes





1

**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? 

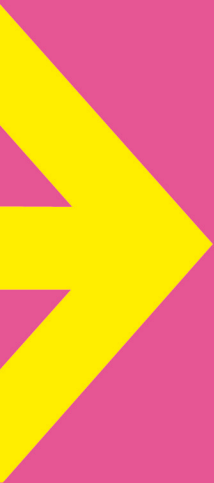
What helps you stay inspired and engaged in the work? 

Go to thumbnail

**Innovative**  
Resources  
innovativeresources.org



supervision




# Managing differences





1

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? 

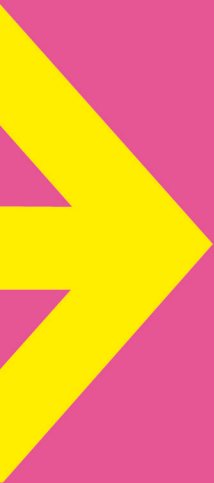
Go to thumbnail

**Innovative  
Resources**

innovativeresources.org



supervision




# 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? 

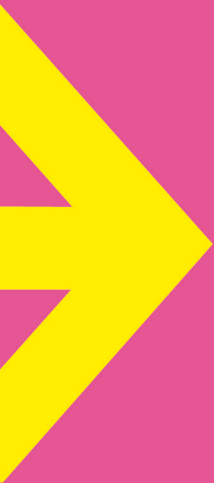
What types of feedback would be most helpful? 

Go to thumbnail

**Innovative**  
Resources  
innovativeresources.org



supervision



# Sharing our stories





1


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? 

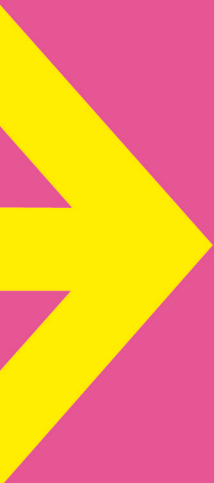
Are there any previous experiences of supervision you would like to share? 

Go to thumbnail

**Innovative**  
Resources  
innovativeresources.org



supervision




# Including the client's voice





1

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? 

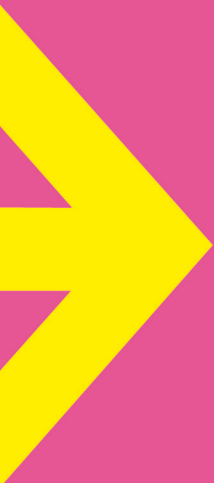
How will supervision help us improve our capacity to notice client strengths and capacities? 

Go to thumbnail

**Innovative**  
Resources  
innovativeresources.org



supervision



# Being respectful



1

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? 🗣️))

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org



# 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? 🗣️

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org



**supervision**



# Building on our last session



2

**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? 🗣️))

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org



# 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? 🗣️))

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org




# 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? 

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org



supervision


# 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? 

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org



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? 

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org



supervision




What would  
the client say?





2

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? 

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org



supervision




# Ethical decisions





2

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? 

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org



supervision




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? 

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org



# Closing the session



2

**Sharpening the focus**



## Closing the session

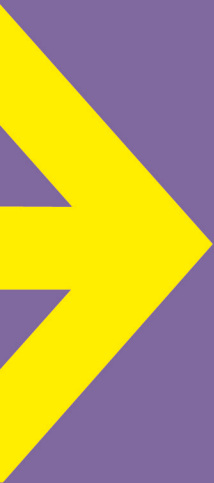
What will you take away from this session? 🗣️))

What are the next steps? 🗣️))

Do we need to plan our next session? 🗣️))

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org



# 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? 🗣️

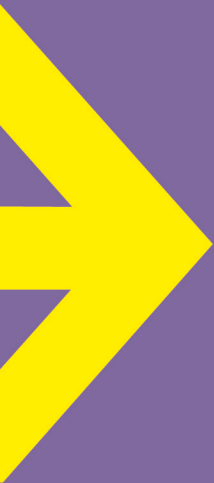
What new skills, strategies and strengths have you developed? 🗣️

Go to thumbnail

**Innovative**  
Resources  
innovativeresources.org



supervision




# Honing your self-supervision skills





3

Widening the lens

## Honing your self-supervision skills

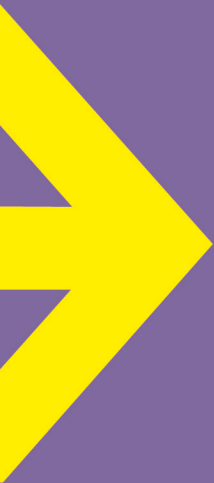
How do you decide whether to ask for support in a particular situation? 

What helps you have confidence in your own judgement? 

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

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org




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? 

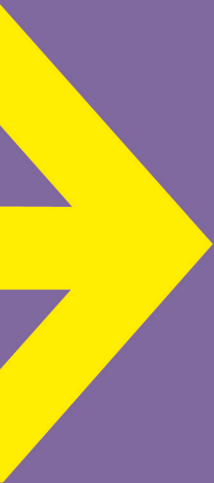
Does the way we are doing supervision support best practice? 

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org



**supervision**



**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? 🗣️))

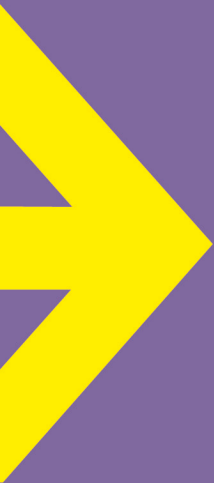
What would have changed if you woke up in the morning and the path forward was clear? 🗣️))

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org



**supervision**



# Learning and development





3

**Widening the lens**

## Learning and development

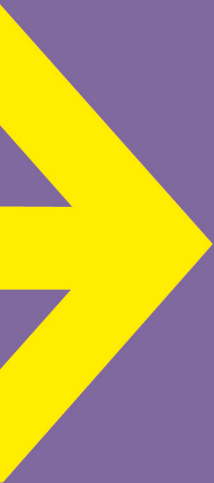
What do you need to learn, or unlearn? 

How will this support better client outcomes? 

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

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org




# Parallel practice





3

Widening the lens

## Parallel practice

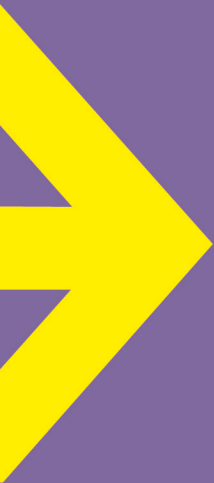
How would the client experience be different if we had a shared and consistent approach across the whole organisation? 

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

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

Go to thumbnail

**Innovative**  
Resources  
innovativeresources.org




# Naming power





3

Widening the lens

## Naming power

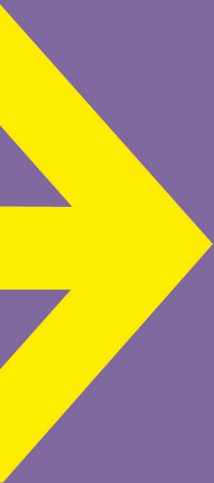
How do differences in status or power influence the supervision relationship? 

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

What could we do to minimise power imbalances? 

Go to thumbnail

**Innovative**  
Resources  
innovativeresources.org



# Exploring barriers to change




3


Widening the lens



## Exploring barriers to change

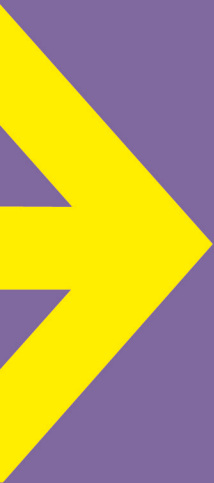
What is getting in the way? 

Are there any structural or organisational blocks hindering progress? 

What hidden barriers could be at play here? 

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org




**Advocacy**




**3**

**Widening the lens**

## Advocacy

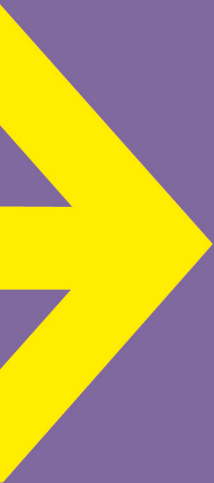
What does the client want people to know? 

How can we support the client to be heard? 

Who else could help? 

Go to thumbnail

**Innovative  
Resources**  
innovativeresources.org




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? 

Innovative Resources  
innovativeresources.org

→ supervision

Supervision agreements

1

Setting the scene

Innovative Resources  
innovativeresources.org

→ supervision

Roles and responsibilities

1

Setting the scene

Innovative Resources  
innovativeresources.org

→ supervision

Recording

1

Setting the scene

Innovative Resources  
innovativeresources.org

→ supervision

Reviewing

1

Setting the scene

Innovative Resources  
innovativeresources.org

→ supervision

Talking about strengths, experiences and hopes

1

Setting the scene

Innovative Resources  
innovativeresources.org

→ supervision

Managing differences

1

Setting the scene

Innovative Resources  
innovativeresources.org

→ supervision

Giving and receiving feedback

1

Setting the scene

Innovative Resources  
innovativeresources.org

→ supervision

Sharing our stories

1

Setting the scene

Innovative Resources  
innovativeresources.org

→ supervision

Including the client's voice

1

Setting the scene

Innovative Resources  
innovativeresources.org

→ supervision

Being respectful

1

Setting the scene

Innovative Resources  
innovativeresources.org

→ supervision

Opening the session

2

Sharpening the focus

Innovative Resources  
innovativeresources.org

→ supervision

Building on our last session

2

Sharpening the focus

Innovative Resources  
innovativeresources.org

→ supervision

Noticing success

2

Sharpening the focus

Innovative Resources  
innovativeresources.org

→ supervision

Appreciation

2

Sharpening the focus

Innovative Resources  
innovativeresources.org

→ supervision

Different types of supervision

2

Sharpening the focus

Innovative Resources  
innovativeresources.org

→ supervision

Self-care

2

Sharpening the focus

Innovative Resources  
innovativeresources.org

→ supervision

What would the client say?

2

Sharpening the focus

Innovative Resources  
innovativeresources.org

→ supervision

Ethical decisions

2

Sharpening the focus

Innovative Resources  
innovativeresources.org

→ supervision

What else?

2

Sharpening the focus

Innovative Resources  
innovativeresources.org

→ supervision

Closing the session

2

Sharpening the focus

Innovative Resources  
innovativeresources.org

→ supervision

Responding to challenges

3

Widening the lens

Innovative Resources  
innovativeresources.org

→ supervision

Honing your self-supervision skills

3

Widening the lens

Innovative Resources  
innovativeresources.org

→ supervision

How are we travelling?

3

Widening the lens

Innovative Resources  
innovativeresources.org

→ supervision

What if?

3

Widening the lens

Innovative Resources  
innovativeresources.org

→ supervision

Learning and development

3

Widening the lens

Innovative Resources  
innovativeresources.org

→ supervision

Parallel practice

3

Widening the lens

Innovative Resources  
innovativeresources.org

→ supervision

Naming power

3

Widening the lens

Innovative Resources  
innovativeresources.org

→ supervision

Exploring barriers to change

3

Widening the lens

Innovative Resources  
innovativeresources.org

→ supervision

Advocacy

3

Widening the lens

Innovative Resources  
innovativeresources.org

→ supervision

What's changing?

3

Widening the lens