

Supervision values

Clarify the goals of supervision and connect with a valued direction; (through and beyond these goals)

Use supervision contracting to promote commitment

Check in with valued actions and goals regularly in supervision sessions

Seek feedback in various ways

Connect – attend to the supervisory relationship

Hold stories lightly

Promote supervisee learning from experience, rather than rules.

Attend to workability (pragmatism)

Use observation (direct, video/audio)

Notice story telling in supervision: promoting flexible responding?

Analysis of function

Foster curiosity in client actions in their contexts; ABCs, social environment, learning history

Review the impact of therapist behaviour on client in-session responses: functional analysis of therapy context

Attend to what influences supervision behaviours and choices: workable? values-based?

SHAPE

Perspective taking

Promote flexible perspective taking.

Notice variation of experience, perspectives

- experience across a variety of contexts
- contact with a range of experiences and changes
- taking different perspectives of the same experience

Building reflective ability - what is it like:

- for me to be working with this client?
- to experience life from the client's eyes?
- to take the supervisor's perspective? Others?
- When perspectives are fixed, rigid, incoherent, fractured... and, what choices and actions are possible? How workable are these?

Experiential methods

Engage in a variety of ways to learn from experience and promote supervisee sensitivity to client-therapist context:

Show... rather than tell:

- Use roleplay, modelling, reviewing audio- and video recordings, direct observation
- Noticing effects of describing vs evaluating/ explaining
- Use analogy and perspective-taking when the supervisee is stuck
- Undermine rule-following to please a supervisor by encouraging the supervisee to track supervision content to client behaviour, especially when things don't work as imagined...