Supervision: Considerations and self-reflective practice

Dr Amy Mulens, BA, MSC, PHD, MAPS
Senior Lecturer
Clinical & Health Psychologist
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…
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??

Amy’s contact details:

- Dr Amy Mullens, Senior Lecturer, Clinical & Health Psychologist
- Amy.mullens@usq.edu.au
- University of Southern Queensland—Springfield / Ipswich