

Supervision

Nurturing the grass roots

AHA Webinar September 2014

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Supervision

What does this concept mean to you?



What are my preconceptions about supervision? Positive and negative

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Discussion

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Active listening

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Active listening

More present



Active listening

More present

“A quality of looking”

Sheila Ryan, Vital Practice. 2004


Peer Supervision: Nurturing the grass roots

The word “supervision” has its roots in Latin: “super” meaning 'over', and vidêre, 'to watch, or see'.

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17th century: newly educated doctors had their work “overseen” by a more experienced doctor.

Apprentice model in craft professions
apprentice learns by working alongside a more experienced practitioner – by “looking over” their shoulders




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Kadushin's (1968, 1974) development of supervision theories for social work influenced the incorporation of supervision within psychotherapy and counselling,

Supervision of psychotherapists
described by Alonso (1985) as
“The Quiet Profession”
Supervision gaining its own
identity.

‘I do not know (am not aware) how physicians at the sickbed could suppose that they ought to seek and could find what was to be cured in disease only in the hidden and discernible interior, without paying careful attention to the symptoms or being precisely guided by those symptoms in their treatment’

Hahnemann 1842



‘ Case taking is not a technique; it is a desire to understand the problem. We need to go beyond the symptoms and find out the problem. For us to perceive it, is to be with the patient; to be in a state of open and alert attention, a spacious awareness, a stillness; to be present, to stay with them, to be in the moment.’

Jackie McTaggart 2011

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Reflection
Learning from day to day
practice including critical
incidents

REFLECTIVE PRACTICE

- **Reflection is an active process with real outcomes in terms of changing your understanding of a situation and highlighting the knowledge and skills that you may need to develop.**

Supervision **A way of looking** Description

Action plan



Conclusion



Feelings



Analysis





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Supervision is the joint exploration of material presented by the supervisee.

(Walker and Jacobs)

A quintessential interpersonal interaction with the general goal that one person...meets with another... in an effort to make the latter more effective in helping people”

(Hess)

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Peer Supervision

- Create a forum to discuss professional and practice ethical dilemmas and develop strategies.
- Identify and discuss common problems in our professional practice..
- To develop group rapport and emotional safety.

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- Bring positive outcomes of our work as well as problems.
- To develop and update knowledge and skill in working with particular client groups.
- To enjoy the sessions and be empowered by them.

Tisdall and O'Donogue 2003

Peer supervision: the evidence
almost 50% of psychologists in private
practice in the USA belonged or had
belonged to peer
consultation groups, and expressed high
levels of satisfaction

Lewis, Greenburg, and Hatch(1988)

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Over
75% of the respondents were either “very
satisfied”
or “satisfied” with their supervision, and often
were
attending supervision for more hours than
required for
accreditation.

Townend, Iannetta, and
Freston (2002)

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- community, collegiality,
- connection to other professionals from their groups;
- most could not imagine not being in a group even if they were considering leaving their current group.

Kassan, 2010

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Why do homeopaths need supervision?

We are empathetic with good listening skills

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“People who work as homeopaths can be described as open to new and different ideas, and as caring, understanding, and altruistic persons. Therefore, there is reason to believe that these dispositions are central in choosing homeopathy as an occupation.”

The Personality of Homeopaths: A Cross-Sectional Survey of the Personality Profiles of Homeopaths Compared to a Norm Sample

Marit B. Rise, MA,¹ Eva Langvik, CandPol,² and Aslak Steinsbekk, PhD 2012

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“High and only mission”

IS PASSION ENOUGH?

“I mistrust passion as it seems so often to slip over into prejudice and extremism”

Mark Aveline, Honorary Professor of Counselling and Psychotherapy, Leicester University, UK

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Miranda Castro

“Power in the consulting room”
The Homeopath, 1984, 2014

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Homeopaths who:
Looked at books, no eye contact
Dozed off
Picked nose

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Supervisee:

“I used the rubric childish”

ZD Supervisor

“Why”

“Because he collects postcards and that’s
childish”

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Two homeopaths are having a discussion about a political matter that affects the profession. They have different opinions. Both hold their ground. First homeopath to second homeopath: ‘You need a remedy!’

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‘The patient said they hadn’t noticed any change after the remedy, but I could tell by looking in their eyes that they were better.’



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How do we respond to these examples?

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Does Homeopathy
lend itself to an
“Expert” model?

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As soon as we know what's best for our patient ..we are in danger of acting out our power hungry shadow”

“Power in the helping professions”

Adolf Guggenbuhl Craig,
psychotherapist

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A study into communication skills of doctors and CAM practitioners noted that
‘all the practitioners said that “did not receive sufficient education of communication skills”

Improving communication skills
Qualitative study
Berger, Braehler and Ernst, (J) (2012)

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How do others see us?

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“ too often assumptions are made about practitioners’ altruism and patients’ compliance, or the presence of a patient–practitioner ‘partnership’ to the neglect of meaningful debate and learning about power relations in the therapeutic relationship and the impact that this can have on the healing process”

Promoting patient–practitioner partnership in clinical training: a critical evaluation

Nicola Kay Gale PhD

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Supervision
Compulsory
for
Counsellors and psychotherapists
Optional for acupuncturists



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The place of narrative in healthcare

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“By telling of what we undergo in illness or in the care of the sick, we are coming to recognize the layered consequences of illness and to acknowledge the fear and hope and love exposed in sickness.”
Rita Charon, Narrative Medicine

ELEMENT Reflect on own practice

PERFORMANCE CRITERIA

- 1.1 Undertake *self-evaluation* in conjunction with supervisors and/or peers
- 1.2 Demonstrate understanding of own limitations in self awareness, self management, social awareness, relationship management
- 1.3 Provide and receive open and evaluative feedback to and from co-workers
- 1.4 Actively seek feedback and accept it non-defensively

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Peer supervision

“No- one knows as much as all of us”

The Toolkit

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Aly McNicoll's Seven factors:

1. Equality
2. Supportive
3. Structure
4. Attend

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5. Super-vision:

Use the time for supervision

6. Self directed:

You are all in charge

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7. No post mortems:

Contained in the group by the group

No groups within the group

No after-groups

No leakage



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Trust

Affiliation as a group

Confidentiality

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Non verbal expression:

- Drawing
- Writing
- Sculpture

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- Self funding
- Face to face?
- Online group meetings?
- Online forum?

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Discuss and decide:

- Closed or open group?
- Leader or leaderless?
- Appoint a moderator?
- Work in dyads or triads?

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Contracting

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In every context, for every session:

- The Working Agreement (agreements that need to be negotiated to forge a working alliance)
- Session agenda (the specific agreement at the beginning of each session)
- Mini contract for a particular piece of supervision
- (Proctor and Inskipp)

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Regular review

Learning logs

Reflective journals

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“Attention

Representation

Affiliation”

Rita Charon

“So the art of listening is a great art, and it's an art of being open, of allowing something to enter without immediately intercepting it with your thoughts and your interpretations. Well, the mystery, the paradox, the incredible thing, is the more you authentically listen to yourself, the more you're open to the other.”

Joseph Needleman, The Intuition Network, Thinking Allowed Television.www.intuition.org/

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“Supervision: A way of Looking”

Sheila Ryan

Seeing the world through someone else's
eyes, patient or peer

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“Slow knowledge
engages all of the senses and
the full range of our mental powers.”

Slow Knowledge. David Orr



Supervision, a quality of looking

Makes our practitioner stories visible

“While ending invisibility is not as simple as just allowing their story to be heard, STORYTELLING, in many different forms, can be the first step towards the protective safety of being a visible part of the community.”

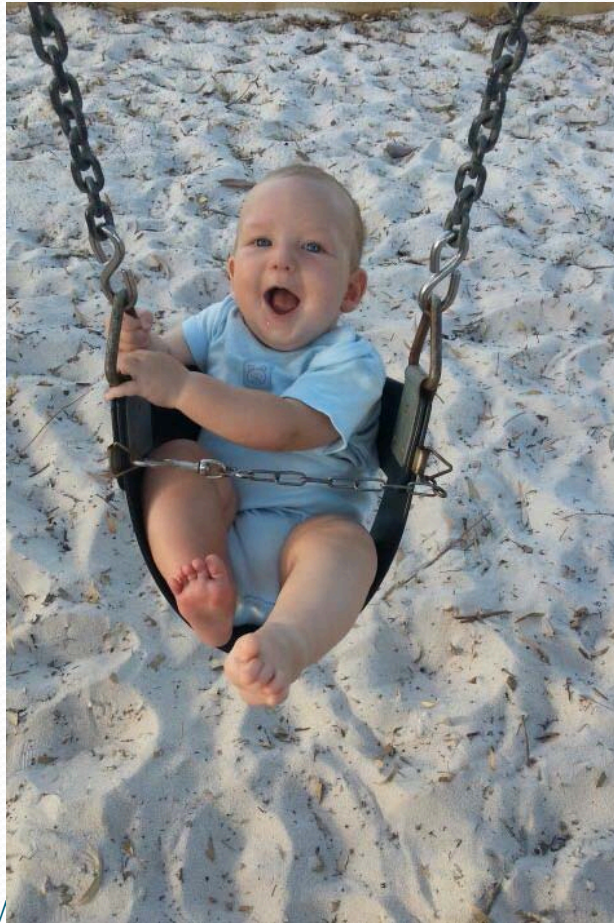
The Namatjira Project

www.namatjira.bighart.org/

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Peer supervision

Growing together



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