

LEICESTER, LEICESTERSHIRE  
& RUTLAND

# Supervision as a Reflective Space

Laura Summers  
&  
Rob Cotterill



**Trauma Informed  
Partnership**

*Leicester, Leicestershire and Rutland*

# Welcome and Introduction

VRN

# Intentions



What is  
supervision  
and its  
purpose?

Considerations  
for creating  
safe reflective  
spaces?

Creating a  
place to start...

# **Activity: What is Supervision and its purpose?**

# What is humanistic Supervision and its purpose?



Ethos rather than a theory,  
model or process.

Consistent and meaningful

Trusting

Empowering

Research  
based

Role models relational  
approach to interactions.

Safety

Compassionate

Inclusive

Checking in not  
checking up

Integrative

*"We don't have to be perfect, just engaged and committed to  
aligning values with actions" Brene Brown*

# What are the potential barriers for effective humanistic supervision?



## Potential Personal Barriers

Values and Beliefs, including unconscious bias.  
Interpersonal communication.  
Personal capacity

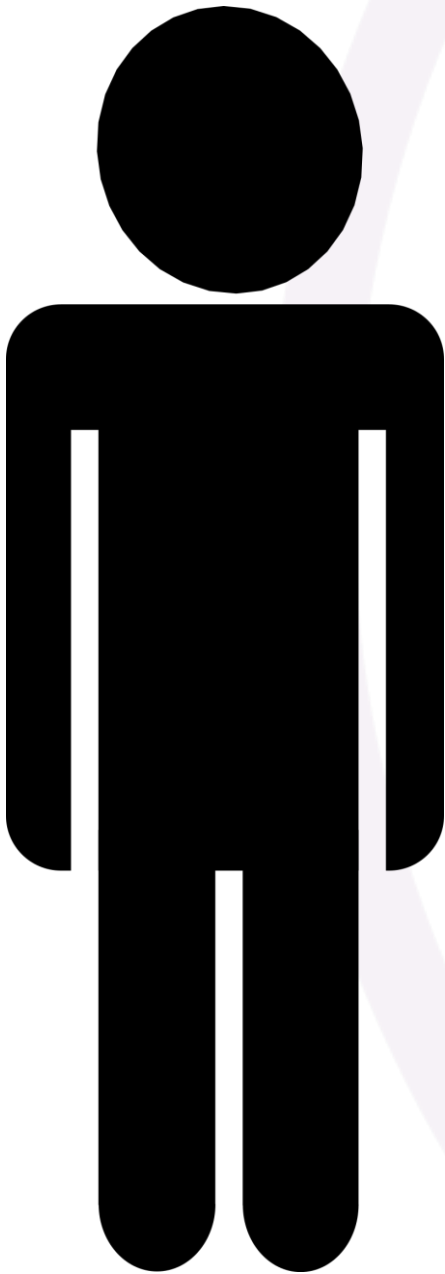
## Potential Structural Barriers

Timescales and deadlines.  
Auditing process.  
GDPR and confidentiality.

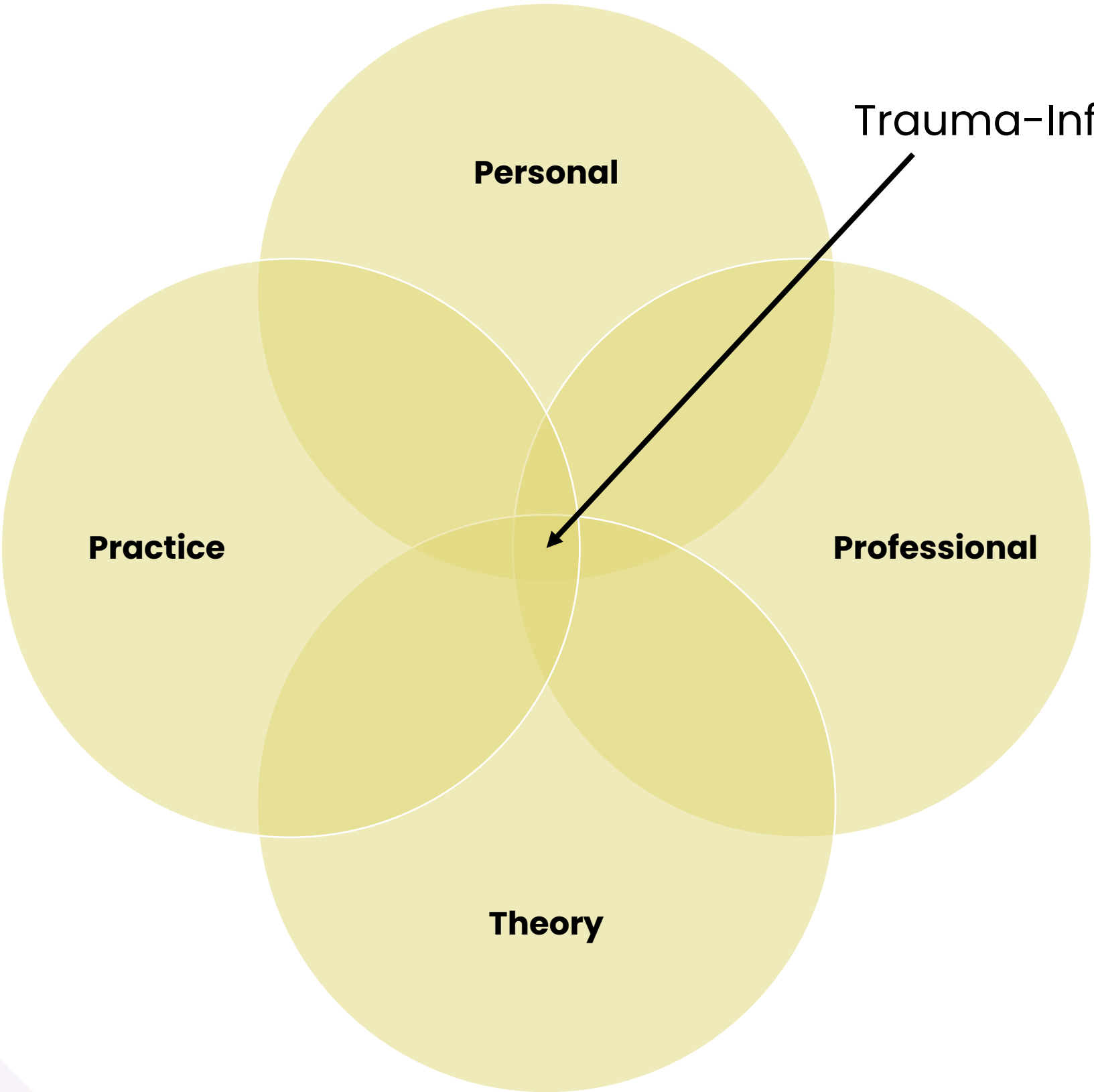
## Potential Interconnected Barriers

Compartmentalised process.  
Physical space  
Power dynamics  
Toxic Stress (Vicarious Trauma/Organisational Trauma)  
Guilt or fear

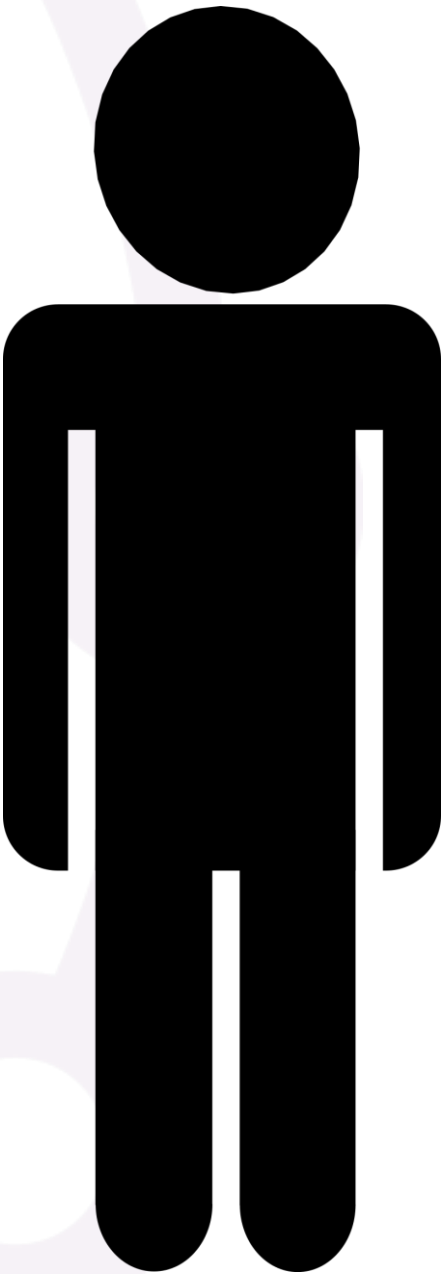
# Effective Supervision



Supervisor



Trauma-Informed Humanistic Supervision



Supervisee

# Supervision Contract/Working Agreement

A collaborative contract, which is mutually agreed and regularly revisited which includes:-

- Supervision frequency.
- Length and timing of supervision.
- Location and space.
- Expectations before and after of both parties.
- Set's our clear purpose and intent of supervision.
- Explains the professional standards and boundaries.
- Considers personal needs of both parties.
- Shared understanding of confidentiality and its limitations
- How potential challenge or conflict will be managed



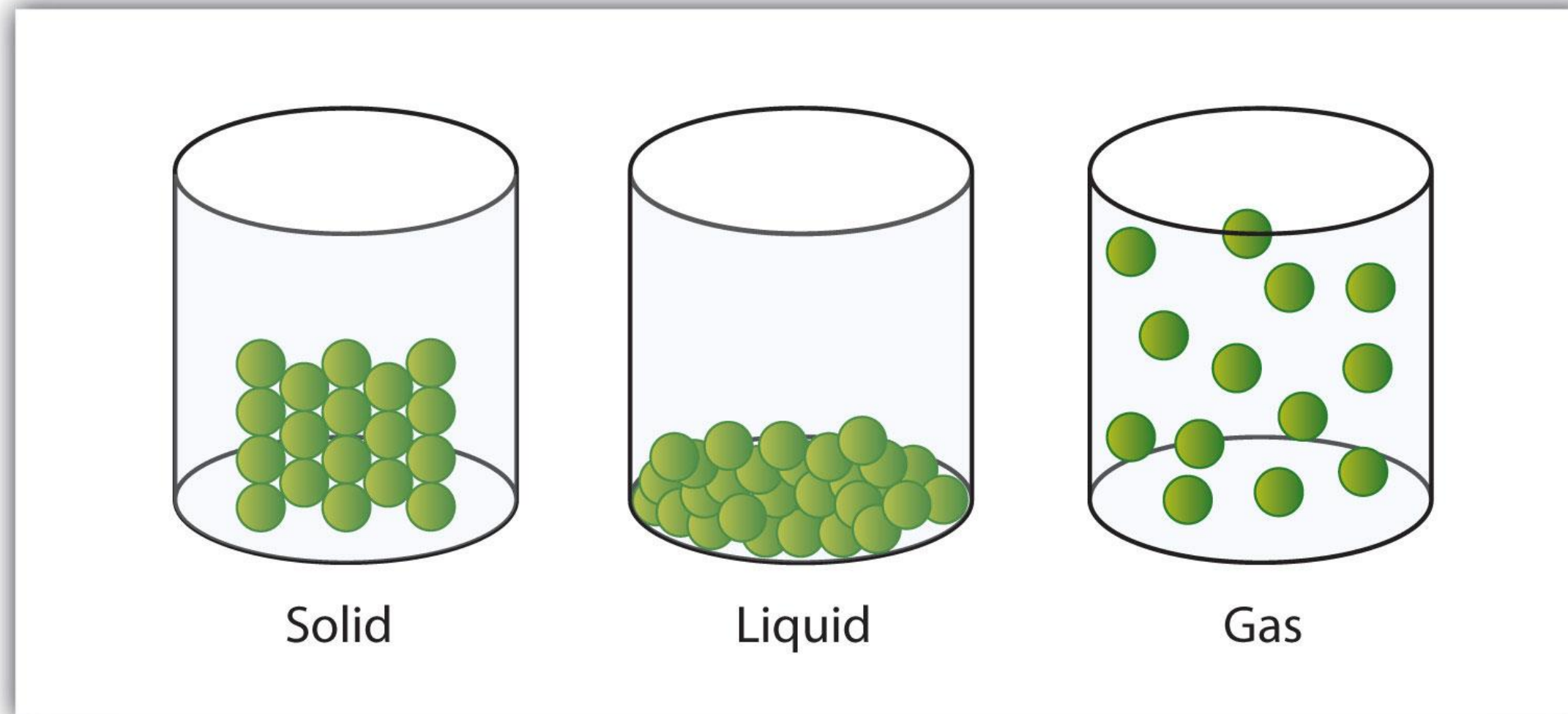
# Interpersonal Communication



[https://www.youtube.com/watch?v=ovrVv\\_RICMw](https://www.youtube.com/watch?v=ovrVv_RICMw)

# Compartmentalised Processes

- Too many reflective spaces can be confusing and hard to boundary.
- Not enough can conflate the personal and the professional (vicarious trauma).
- Not cost or time efficient.
- Creates a void in which our experiences can fester and remain unresolved.



# Making a Pledge...



What will you take back into your organisation from today that will move you towards a more humanistic supervision culture?

*Supervision Pledge*

FROM TODAY I PLEDGE TO

.....

.....

.....

NAME.....

..

EMAIL.....



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To help us understand the challenges and blockages we would like to follow up with you in 6 months.