

## What is and what is not professional supervision?

### Supervision is:

- ✓ A negotiated, formal, professional relationship in which each person has a role to play, rights and responsibilities
- ✓ Accountable to the supervisee's employing organisation, and the profession of the supervisee
- ✓ About providing the best possible service to clients
- ✓ Ethical
- ✓ Confidential, within limits
- ✓ Regular and ongoing
- ✓ Focused on the supervisee's agenda & learning
- ✓ Educative, but not directly educational
- ✓ Managerial in the sense that it pays attention to organisational standards
- ✓ Supportive but not 'therapy'.

### Supervision is not:

- X A chat or gossip session
- X Counselling or therapy
- X Management
- X Performance appraisal
- X For the supervisor to discuss his/her own issues

Adapted from Davys, A. (2007). Active participation in supervision: a supervisee's guide. (p. 26-42) Wepa, D. (Ed). *Clinical supervision in Aotearoa/New Zealand: A health perspective*. Pearson Prentice Hall: Auckland.

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**Supervision** is a formal process that provides professional support to enable practitioners to develop their knowledge and competence, be responsible for their own practice, and promote service users' health outcomes and safety. (Ministry of Health, 2006).

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**Clinical supervision** is regular, protected time for facilitated, in-depth reflection on clinical practice. It aims to achieve, sustain and creatively develop a high quality of practice, through means of focused support and development. (Bond & Holland, 1997).

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**Supervision** is a process in which one worker is given the responsibility to work with another in order to meet organisational, professional and personal objectives. The objectives relate to competence, accountable performance, continuing professional development and personal support. (Morrison, 2001).

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**Useful supervision is characterised by:**

- ✓ *Empathy, non-judgemental, validation, and encouragement* (Falendar, 2007; Davys & Beddoe, 2010)
- ✓ *Is solution focused and plays to the supervisee's strengths* (Durrant, 2016)
- ✓ *Decreasing anxiety as a result of supervisor normalising struggles as part of development and learning* (Falendar, 2007)
- ✓ *Gaining increased insight and self-awareness, and able to handle more complexity* (Falendar, 2007)
- ✓ *Management of risk* (Davys & Beddoe (2010)
- ✓ *Management of authority & power* (Davys & Beddoe (2010)

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**Useless supervision is characterised by:**

- x *Emphasis on shortcomings* (Falendar, 2007)
- x *Supervisor being distracted by other activities, falling asleep, watering flowers, answering emails or the phone* (Falendar, 2007)
- x *Limiting supervisee's autonomy unnecessarily* (Falendar, 2007)
- x *Cold, aloof or hostile participants* (Falendar, 2007)
- x *Contributing to workplace stress* (Falendar, 2007)

## Before you select a supervisor, check with yourself

<p style="text-align: center;"><b>Who are you personally?</b></p> <ul style="list-style-type: none"> <li>✚ Where are you in your own life?</li> <li>✚ What are your interests, energy, activity levels like?</li> <li>✚ Are you in a stage of transition – new job, new partnership, becoming or already a parent, children moved out of home?</li> <li>✚ Are in a stage of rest, recuperation, wanting a change, looking for challenges?</li> <li>✚ To what extent do your answers to the above questions impact on your professional development now?</li> </ul>	<p style="text-align: center;"><b>Who are you professionally?</b></p> <ul style="list-style-type: none"> <li>✚ Where are you in your professional journey? Is it where you want to be?</li> <li>✚ What work experience have you had?</li> <li>✚ What do you think your strengths and weaknesses are in practice?</li> <li>✚ What areas of practice would you like to explore and develop?</li> <li>✚ Where do you see yourself professionally in the next 2, 5, 10 years?</li> <li>✚ What areas of responsibility do you see yourself taking on, in the future?</li> </ul>
<p style="text-align: center;"><b>Your experience of supervision?</b></p> <ul style="list-style-type: none"> <li>✚ What is your experience of supervision?</li> <li>✚ If you have had supervision already, what worked for you?</li> <li>✚ If you have <i>not</i> had supervision before, what stopped you from accessing it?</li> <li>✚ How do you learn best?</li> <li>✚ How good are you at listening to someone giving you feedback?</li> <li>✚ How good are you at giving someone feedback?</li> </ul>	<p style="text-align: center;"><b>Future supervision</b></p> <ul style="list-style-type: none"> <li>✚ What questions or hesitations do you have about supervision?</li> <li>✚ How do you see yourself contributing to a successful supervision relationship?</li> </ul>

## What do you want in a supervisor?

<p><b>Experience</b></p> <ul style="list-style-type: none"> <li>✚ What sort of work experience would you like your supervisor to have?</li> </ul>	<p><b>Knowledge and skills</b></p> <ul style="list-style-type: none"> <li>✚ Are there particular areas of knowledge and skills you would like your supervisor to have?</li> </ul>
<p><b>Culture</b></p> <ul style="list-style-type: none"> <li>✚ How supported are you in the workplace in terms of your own particular culture (ethnicity, religion, age etc)?</li> <li>✚ What is the cultural mix of your profession, colleagues and managers?</li> <li>✚ How might this impact on your supervision needs?</li> </ul>	<p><b>Gender</b></p> <ul style="list-style-type: none"> <li>✚ What is the gender mix of your clients, profession, colleagues and managers?</li> <li>✚ How might this impact on your supervision needs?</li> <li>✚ Do you have a preference for a male or female supervisor?</li> </ul>
<p><b>Location</b></p> <ul style="list-style-type: none"> <li>✚ Ideally, where would you like your supervisor to be located - on the same site, or off site?</li> <li>✚ How might this impact on your supervision needs?</li> </ul>	<p><b>Supervision training</b></p> <ul style="list-style-type: none"> <li>✚ What training and/or experience would you like your supervisor to have in supervision?</li> <li>✚ How might this impact on your supervision needs?</li> </ul>
<p><b>What else?</b></p> <ul style="list-style-type: none"> <li>✚ What attributes, experience and knowledge would you like to see in your supervisor?</li> <li>✚ How might this impact on your supervision needs?</li> </ul>	<p><b>Reference:</b></p> <p>Davys, A. (2007). Active participation in supervision: a supervisee's guide (p. 26-42). In: Wepa, D. (Ed). <i>Clinical Supervision in Aotearoa/New Zealand</i>. Pearson Prentice Hall: Auckland.</p>

## Professional supervision training courses in New Zealand

The following places offer professional supervision training specifically for people working in health and social services. Be wary of supervision courses for commercial or industrial supervisors, they are not the same as professional supervisors.

<https://learningcloudnz.co.nz/courses/834/professional-supervision>

<http://www.coachingmentoring.co.nz/supervision-skills> certificated courses in association with Unitec

[http://www.massey.ac.nz/massey/learning/programme-course-paper/programme.cfm?prog\\_id=93123](http://www.massey.ac.nz/massey/learning/programme-course-paper/programme.cfm?prog_id=93123)  
post-grad diploma via distance learning

<https://www.auckland.ac.nz/study-options/programmes/postgraduate/6863/postgraduate-certificate-in-professional-supervision-pgcertprofsup>

<https://www.nmit.ac.nz/study/programmes/postgraduate-certificate-in-professional-supervision/>

<https://www.careers.govt.nz/qualifications/view/WK2256/6019> certificated course through Wintec

Counties Manukau Health: 2 days one week apart, plus a video assessment on a 3<sup>rd</sup> day.  
See Marie Chester for details  
Email: [Marie.chester@middlemore.co.nz](mailto:Marie.chester@middlemore.co.nz)  
Phone: 021 582 805