

Supervision

MARIE MORGAN

MA PSYCHOTHERAPEUTIC PRACTICE

Overview

- ▶ What is supervision?
- ▶ Ethical requirements
- ▶ The Seven Eyed Model
- ▶ Summary and conclusion
- ▶ References

What is Supervision in Counselling?



Definitions of Supervision

- ▶ Inskipp and Proctor (2001) - “a working alliance between a supervisor and (supervisee) in which the (supervisee) can offer an account or recording of their work; reflect on it; receive feedback, and where appropriate, guidance. The object of this alliance is to enable the (supervisee) to gain in ethical competence, confidence and creativity so as to give their best possible service to their clients”.
- ▶ ‘A learning partnership’, “a forum where supervisees can review and reflect on their work in order to do it better” (Carroll & Gilbert, 2006)
- ▶ Hawkins and Smith (2006) - “the process whereby a supervisee can better understand the client and themselves with the help of a supervisor who is not working directly with the client In order to transform their work”

Definitions Continued...

- ▶ Hawkins and Shoher (2012) – developed the seven eyed process model (other models are available!)
- ▶ *“a joint endeavour in which a practitioner, with the help of a supervisor, attends to their clients, themselves as part of their client practitioner relationships and the wider systemic context, and by so doing improves the quality of their work, transforms their client relationships, continuously develops themselves, their practice and the wider profession.” Hawkins and Shoher (2012)*

Ethical Requirements



Ethical requirements in Supervision

- ▶ The BACP ethical framework for the helping professions (2018) – supervision is required for any helping role where there are emotional challenges and communication.

Suitable supervisors are expected to;

- ▶ maintain good practice standards to work safely and ethically
- ▶ Supervisor is qualified and experienced
- ▶ Understand modality of practice
- ▶ Registered with an ethical body
- ▶ Supervisor holds the balance of the supervisees practice

Supervision, what's it about?

THE 3 C'S

COMPETENCY, CAPABILITY, CAPACITY

- ▶ COMPETENCY - ABILITY TO USE A SKILL
- ▶ CAPABILITY – USE THAT SKILL AT THE RIGHT TIME, IN THE RIGHT WAY, AND IN THE RIGHT PLACE.
- ▶ CAPACITY – A HUMAN QUALITY, HOW YOU ARE,, RATHER THAN WHAT YOU DO.

The Seven Eyed Model

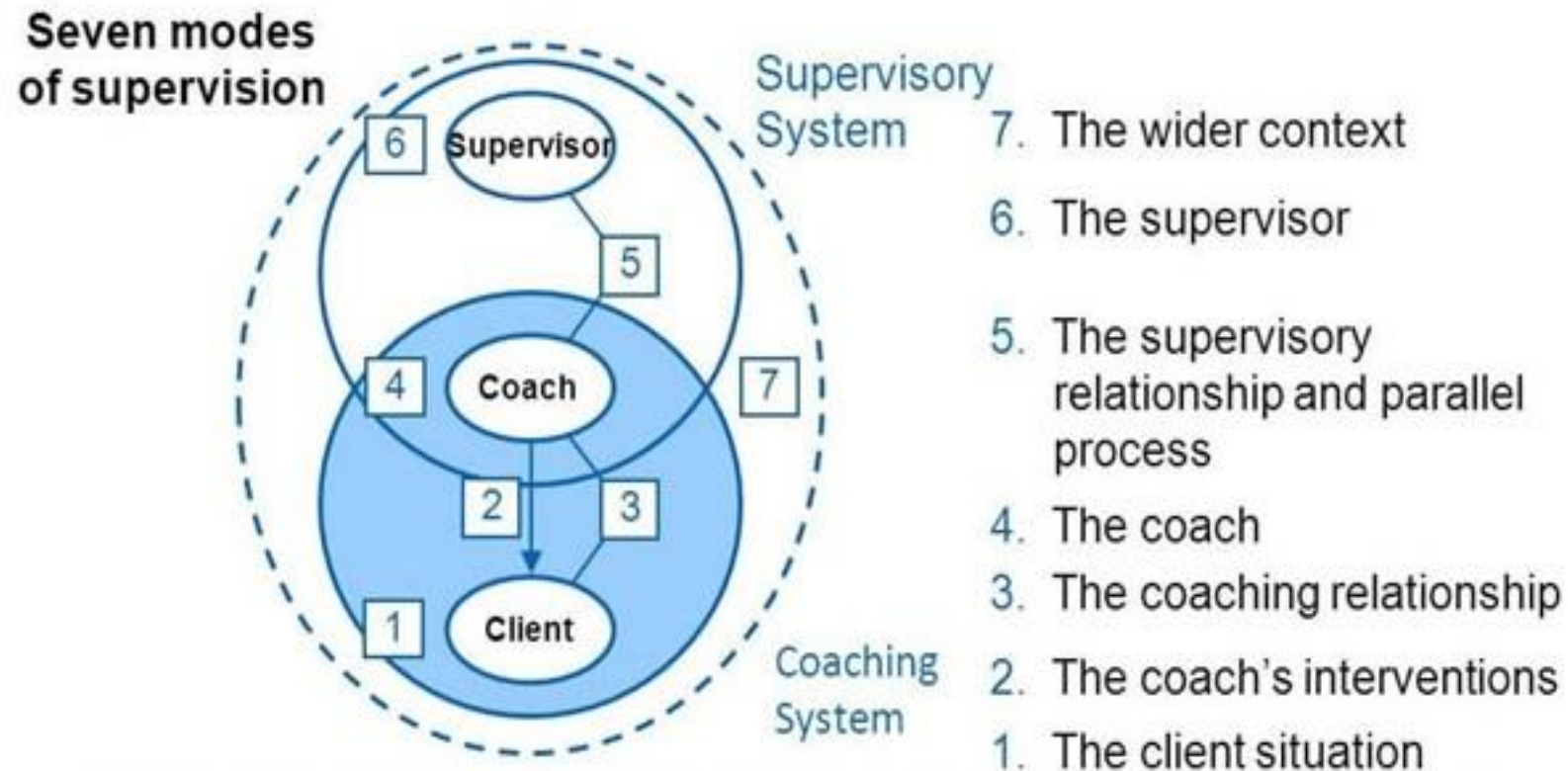
Hawkins and shohar (2012)



Exercise: What do you see?



The Seven Eyed Model (Hawkins & Shoet, 1985)



The Seven Eyed Model (Hawkins & Shoet, 1985)

Strengths

- ▶ The supervisor is guided by a model that considers all aspects of the work related to the supervisee, client as well as an opportunity to reflect on themselves,
- ▶ They consider the wider circle of a trainee and the influences that may occur
- ▶ They have a balance between mentorship and ethical practice

The Seven Eyed Model (Hawkins & Shoet, 1985)

Limitations

- ▶ They are limited to the boundaries of their knowledge and skills within their experience and practised modality i.e. humanistic, psychodynamic, evidence based,
- ▶ Limited client base – children young people, bereavement, gender identity/sexual orientation
- ▶ Race, culture, disability

Summary

- ▶ Supervision is considered a mutual professional working relationship that helps inform and advise a trainee/practitioner, helping them to develop and growth within their practice, and maintain their mental health and wellbeing
- ▶ Helps to maintain ethical standards and boundaries in accordance with regulating bodies
- ▶ The seven eyed model is a useful supervision tool when looking at the different perspectives facilitating a supervisee relationship
- ▶ Limitations can occur considering client group, issues and modality

References

- , Functions fo supervision. Available: www.infed.org/boblo/functions-of-supervision-htm.
- , supervisiona-last update. Available: <http://aegiscounselling.co.uk/supervision.html>.
- , supervisionb-last update. Available: <http://counsellingtutor.com/counsellingsupervision/studentsguide>.
- , Supervision. Available: <http://counsellingresource.com/lib/therapy/aboutcouns/supervision>.
- , supervisionc-last update. Available: <http://www.supervisioncentre.com>.
- BACP, July, 2018-last update, Ethical Framework for the counselling professions.
Available: <https://www.bacp.co.uk/events-and-resources/ethics-and-standards/ethical-framework-for-the-counselling-professions/> [Nov, 2020].
- BOND, T., 2015. *Standards and ethics for counselling in action*. 4. ed. edn. Los Angeles [u.a.]: Sage Publ.
- EUSTACE, M., 2010=, 2020-last update, What Is The Seven-Eyed Model of Supervision?. Available: <https://www.livingtherapy.co.uk/seven-eyed-model>.
- GLANZ, J. and ZEPEDA, S.J., 2015. *Supervision*. Lanham: Rowman & Littlefield Publishers.
- HAMBURGER, A. and MERTENS, W., 2017. *Supervision*. Stuttgart: Verlag W. Kohlhammer.
- HAWKINS, P., 2013. *Coaching, mentoring and organizational consultancy supervision, skills and development*. 2nd ed. edn. Maidenhead, Berkshire, England: Maidenhead, Berkshire, England : McGraw-Hill Education, Open University Press.
- HELEN MURPHY, 2018. *Clinical Supervision and Mentorship*.
- JOAN WILMOT, 2012-last update, The seven models of supervision. Available: www.cstd.co.uk.
- LONG, S., 2020. Supervisors' Perception of Vicarious Trauma and Growth in Australian Refugee Trauma Counsellors. *Australian social work*, **73**(1), pp. 105-117.
- MARTIN, P., KUMAR, S. and LIZARONDO, L., 2017. When I say ... clinical supervision. *Medical education; Med Educ*, **51**(9), pp. 890-891.
- MENAU, J., may, 2020-last update, THE SEVEN EYED MODEL OF SUPERVISION IN A VIDEO NUTSHELL.
Available: <https://www.associationofcoachingsupervisors.com/community/articles/2/the-seven-eyed-model-of-supervision-in-a-video-nutshell> [oct, 2020].
- ROSE, M., 2013. Further Development of Beauchamp and Childress' Theory Based on Empirical Ethics. *International journal of clinical pharmacology & toxicology*, **2**(5), pp. 82-86.
- WELFEL, 2015. *Ethics in counseling and psychotherapy: standards, research, and emerging issues*. Cengage Learning.