

**ILLUSTRATE HOW YOU USE
SUPERVISION TO DEVELOP YOUR
UNDERSTANDING ABOUT
CLINICAL WORK AND TO
ENHANCE AND PROTECT YOUR
WELL-BEING.**

**INCLUDE A REFERENCE TO
CURRENT MODELS OF
SUPERVISION, A CRITICAL
EVALUATION OF THE STRENGTHS
AND LIMITATIONS REGARDING
YOUR EXPERIENCE AND A
RECOGNITION THAT SPECIFIC
KNOWLEDGE AND SKILLS ARE
REQUIRED TO WORK WITH
PARTICULAR CLIENT GROUPS.**

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MA Psychotherapeutic Practice Humanistic

Module: M7X01680



(apa.org, 2014)

What is Clinical Supervision?

“Supervision is used in counselling, psychotherapy, and other mental health disciplines as well as many other professions engaged in working with people. Supervision may be applied as well to practitioners in somatic disciplines for their preparatory work for patients as well as collateral with patients.”

(Wikipedia, 2019)

SUPERVISION MODEL CATEGORIES

- ❖ **Conceptual**
- ❖ **Task and Function**
- ❖ **Process, and**
- ❖ **Structure and Process**



Conceptual: Discrimination Model Borders & Brown 2005

Aim:

To provide the Supervisee with a standard which can be used to measure themselves against in order to emphasize the areas of work for the Supervisor to undertake in Supervision.

(Bernard & Luke, 2006)

Bernard's Discrimination Model of Supervision

- ♦ Three Foci for Supervision:
 - ♦ Process Skills
 - ♦ Supervisee's observable behaviors in session
 - ♦ Conceptualization Skills
 - ♦ Supervisee's clinical understanding of the client
 - ♦ Personalization Skills
 - ♦ How the supervisee's personality impacts carrying out the counseling role while preventing personal issues from contaminating the session

(slideplayer.com, 2020)

DISCRIMINATION MODEL **STRENGTHS AND LIMITATIONS**

Strengths

Support & Instruction

Clear path to strong relationship

Personalised to supervisee's needs

Concise

Adaptable complexity

**Supervisee's skills development
are top priority**

Limitations

Strength of Supervisory relationship

Consultant role is indistinct

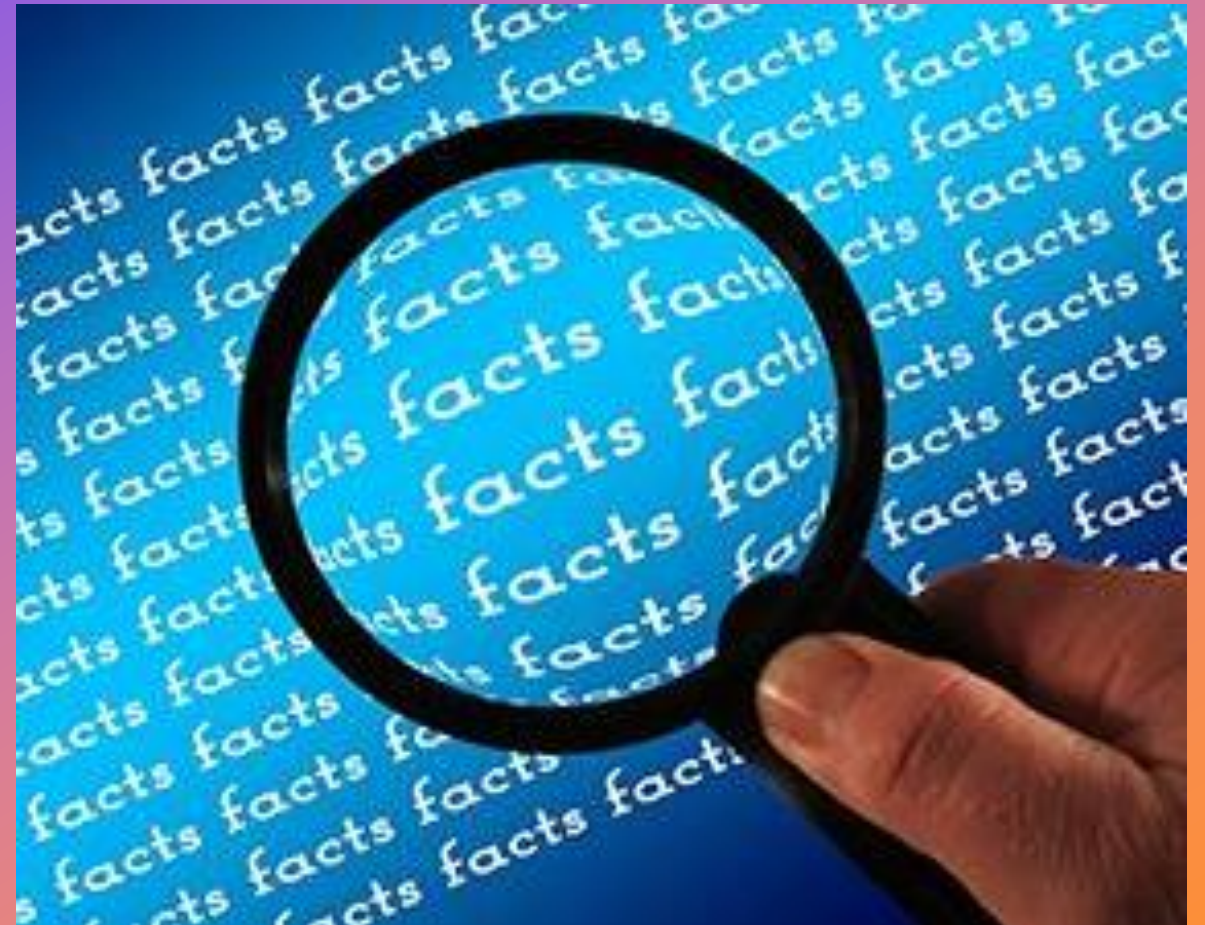
Supervisory relationship not thoroughly addressed

Relationship building not key area

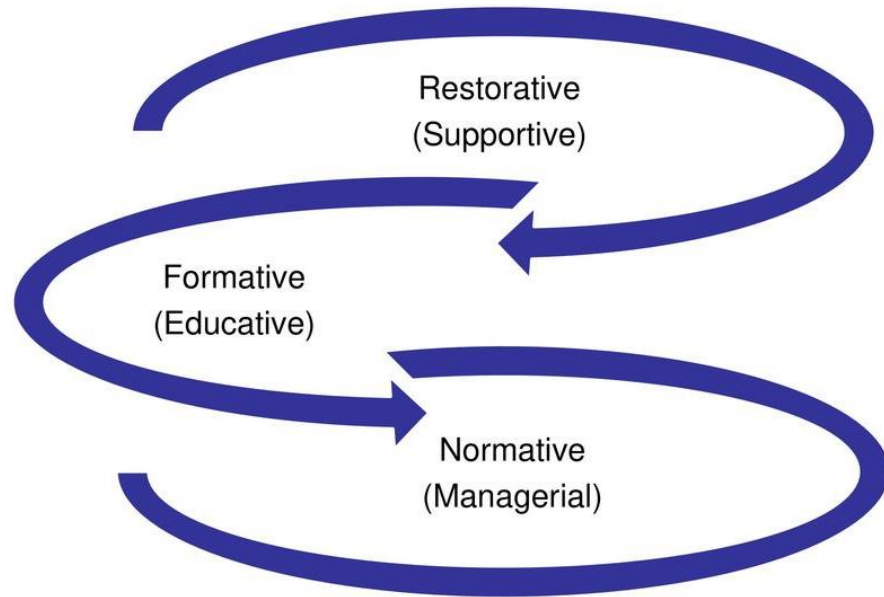
**Highly structured style adhered to at cost of
supervisory relationship**

CRITICAL EVALUATION

- **Positive feature being sufficiently simplistic model to use**
- **I like that supervisee skills are top priority without taking away from client welfare**
- **Uniqueness of each therapeutic relationship mirrored in the personalisation of supervision to supervisee's requirements**
- **Concerning that strength of supervisory relationship not a key focus**



Supervisory Working Alliance Model



Rutgers School of Health Professions

(Inskipp & Proctor, 1993)

(slideplayer.com, 2020)

Task & Function: Supervisory Working Alliance Model Proctor 2008

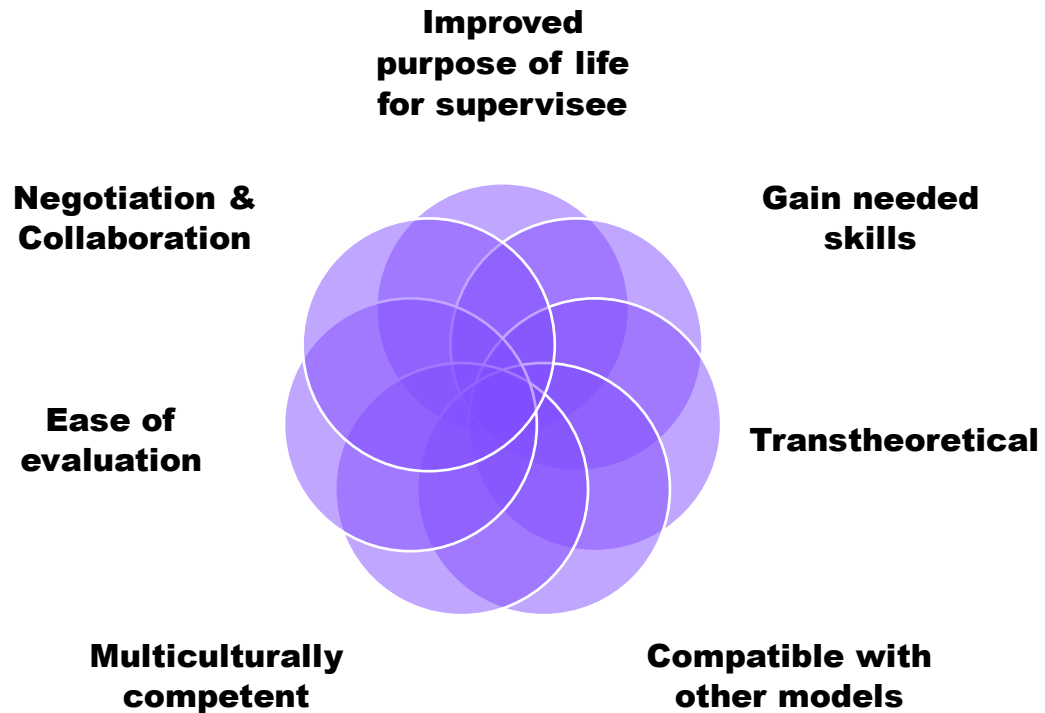
This model is made up of 3 areas that create a framework that can be used in supervision.

(Nottingham.ac.uk, 2020)

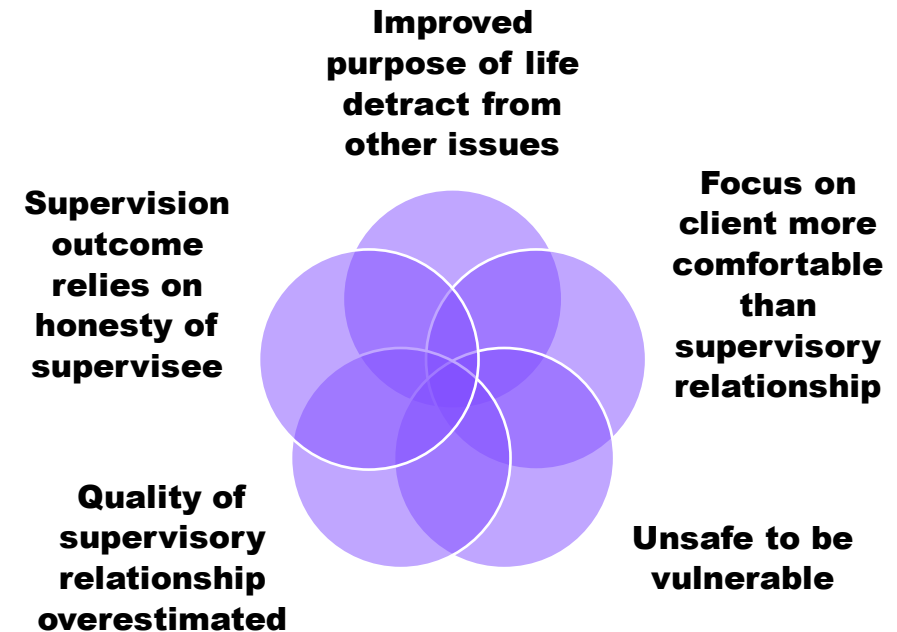
(Routledgehandbooks.com, 2020)

Supervisory Alliance Model Strengths and Limitations

Strengths



Limitations



(Garner et al, 2017)
(Goldberg et al, 2012)
(Jackson et al, 2019)

- ✓ **Supervisee reflection of practice mirrors client reflection of personal life**
- ✓ **Safe space to discuss issues beneficial particularly for newly qualified counsellors**
- ✓ **Continuous assessment will highlight weaknesses quickly**
- ✓ **Possibility of misunderstanding between supervisor/supervisee a concern**
- ✓ **Safe space without jeopardy eradicates need for dishonesty**



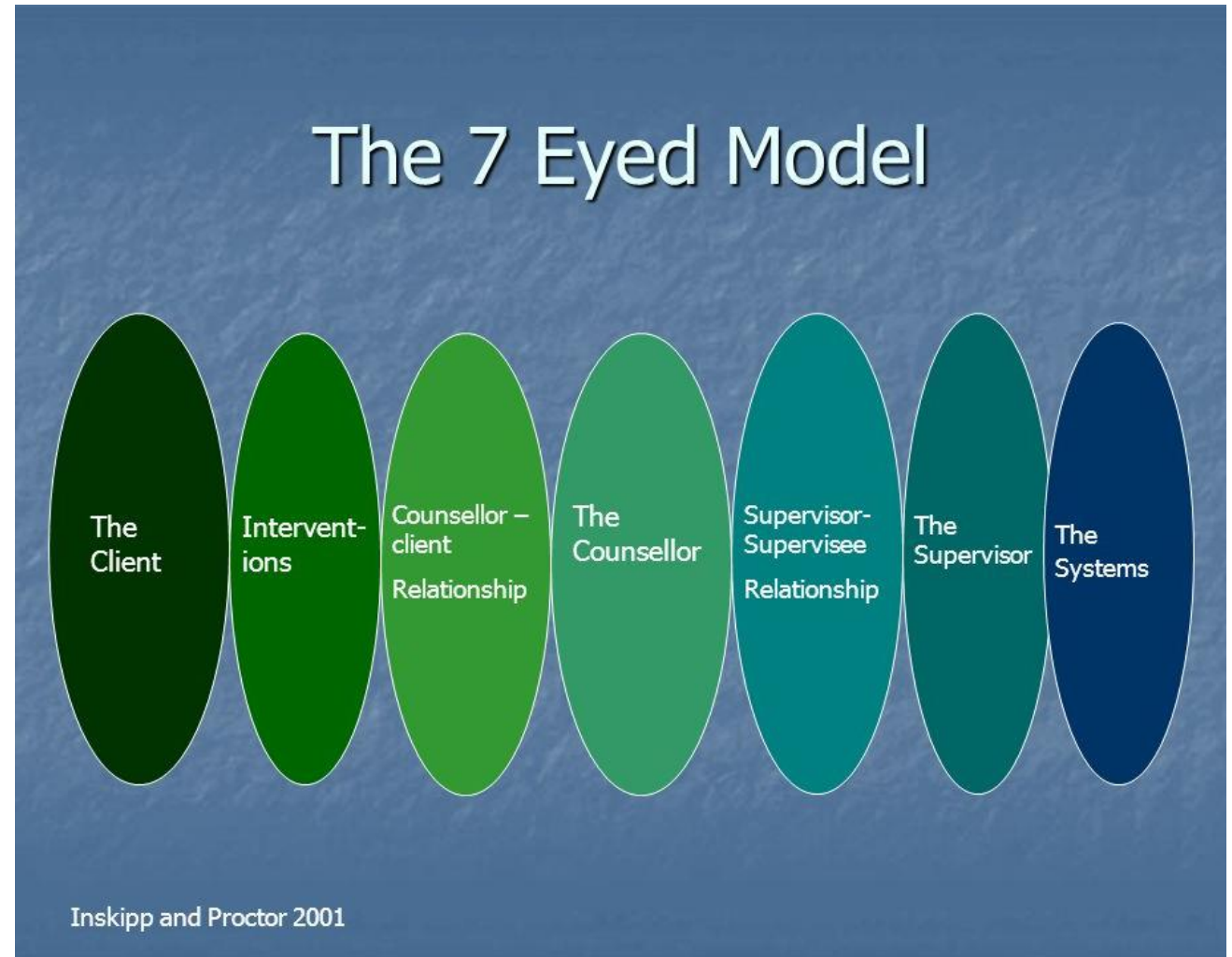
CRITICAL EVALUATION

Process: The 7 Eyed Model Inskipp & Proctor 2001

This model was created to be utilized across all professions.

This model does not aim to structure supervision sessions, but rather clarifies the process.

(Clinicalsupervisionguidelines.com, 2020)
(Psychotherapysupervision.net, 2020)
(Hawkins & Shohet, 2012)



(slideplayer.com, 2020)

Seven Eyed Model **Strengths and Limitations**

Strengths

Transtheoretical

Explicit examples

**Increases supervisee
understanding of client**

Limitations

**Room for development for an
8th eye**

**Biased towards
psychodynamic orientation**

**Supervisee hesitance to
disclose issues that may
gain a negative response**

Critical Evaluation



(Critical Evaluation Unit, 2020)

- **Supervisee increased understanding of client improves therapeutic relationship**
- **Success of model depends on appropriate use**
- **Bias towards psychodynamic orientation could alienate supervisees of other modalities**

STRUCTURE & PROCESS: CYCLICAL MODEL PAGE AND WOSKET 2001

This Model consists of 5 main concepts pictured here, and each concept has a further 5 areas that require attention for supervision to be effective.



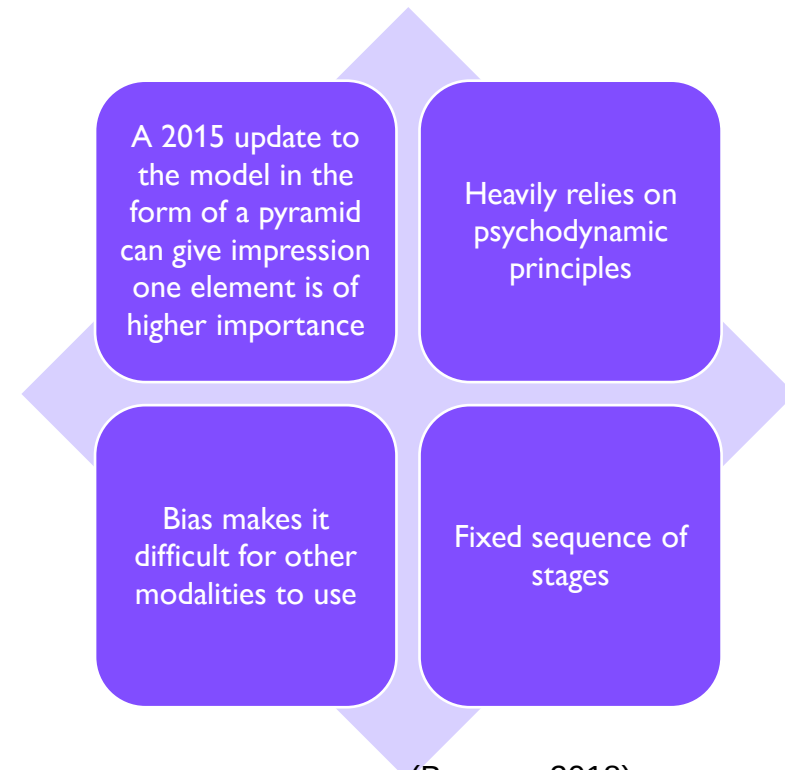
(Kbrauner, 2018)

Cyclical model Strengths and Limitations

Strengths



Limitations

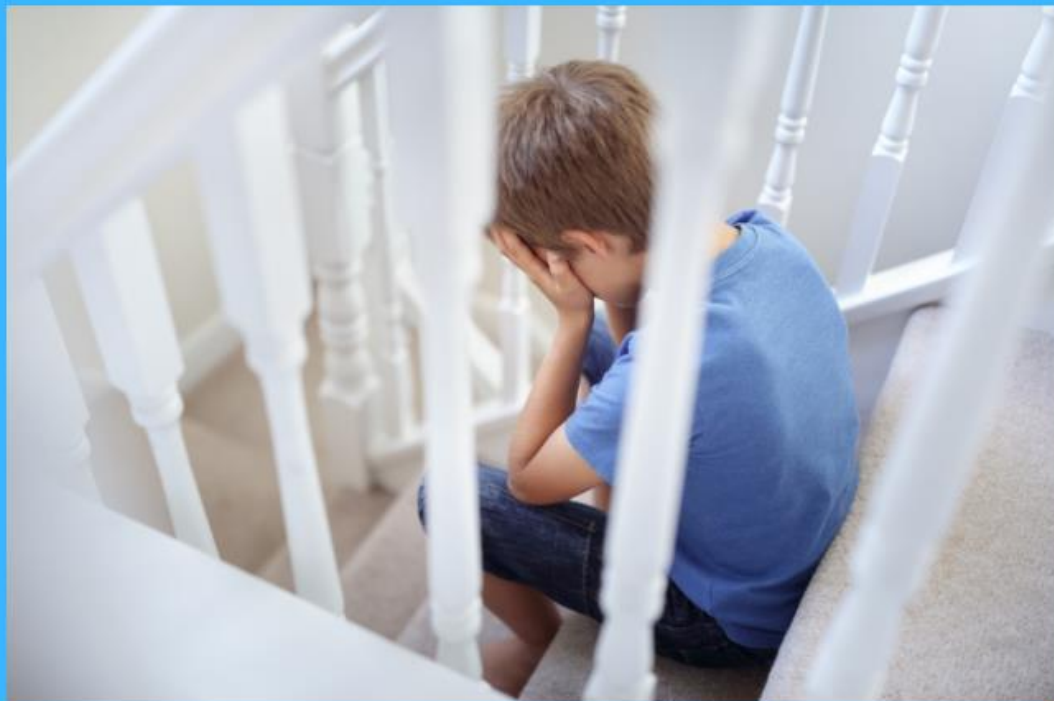


(Brauner, 2018)
(severntalkingtherapy.co.uk, 2015)
(Page & Wosket, 2015)
(Callicott & Leadbetter, 2013)

- **Development of high level of skills will positively impact therapeutic process**
- **Understanding of supervision stages promote improvement of sessions**
- **Use of model between sessions aid quicker development**
- **2015 update to pyramid confusing**



CRITICAL EVALUATION



PROBLEM?

Let's work it out!

(resolvedcounsellingforchildren.com, 2020)

Specific Client Groups

- **Experience/Knowledge of therapeutic relationship with child or young person beneficial**
- **More understanding needed of process in areas such as substance abuse, trainee counsellors, family counsellors, vocational rehabilitation and play therapists**
- **Specific supervisory considerations needed for therapy that requires unique skills from the therapist**
- **Counsellors working with specific client groups require differences within goal setting in supervision**
- **Advanced/specific training needed**

(Vandergast et al, 2010)

SPECIFIC CLIENT GROUPS

+
○

- **Lack of guidance on ensuring sensitivity**
- **Difficulty identifying issues faced**
- **Supervisor unaware of multiple relationships**
- **Not recognise importance of self disclosure**
- **Be open to learning supervisee's experiences**
- **Competence to meet supervisee's needs**
- **Impact of lack of awareness**
- **Possible benefit from Supervisor being challenged**
- **Seeking information on own initiative**
- **Seeking additional training**
- **Discuss power, privilege & oppression**
- **Be an advocate**
- **Don't shy away from open conversation**

(Shipman et al, 2019)



(live timely, 2020)

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