

Supervision

- *How supervision has developed my understanding about clinical work and enhanced and protected my well-being.*

What I will be discussing:

- Supervision model used by my supervisor: Functions Model.
- My experiences of supervision; the strengths and weaknesses.
- Group and Individual Supervision.
- A consideration for my client group; the bereaved adult.

Supervision provides support and knowledge.

It ensures you are working ethically and monitors client work.

It provides trainees with support and guidance on their development and is a continuous occurrence throughout their whole Counselling career.

(Creaner, 2014).



(Google Images, 2020)

Functions Model (Inskipp and Proctor, 2001).

It is a working alliance between supervisor and supervisee.

The model has three different functions that can all be used at any given time (O'Shea et al., 2019).

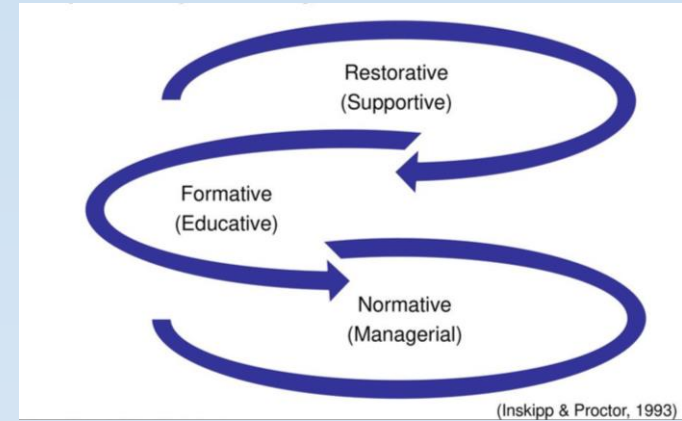
The functions create a space for the supervisee to air any concerns and discuss their work, helping them grow and develop (Corrie and Birch., 2014).

Functions Model (Inskipp and Proctor, 1996)

Three functions:

- Formative: teaching recommendations such as books and courses.
- Restorative: monitoring professional well-being and burnout.
- Normative: monitors professional standards.

(Basa, 2017; Corrie and Birch., 2014)



(Google Images, 2020)

Strengths of the Functions Model

- Restorative function creates connection. It looks after well-being and validates emotions (O'Shea et al., 2019).
- Formative function provides resources to help understand clients better (Pronte et al., cited in O'Shea et al., 2019).
- Normative function ensures ethical work, protecting you and clients (Milne, 2018).
- Clear and easy to understand (Gillieatt et al., 2014).

Limitations of the Functions Model

- Is the normative function left behind? (Maynard, 2003).
- Too simple – no mention of relationship building or expectations and hopes of supervision (Wilson et al., 2015).
- A good relationship provides effective supervision rather than a specific model (Beinart, 2014).

Individual vs Group Supervision

Group Supervision

- Group diversity with multiple view points
- Form connections
- Builds other skills such as group speaking

(Valentino et al., 2016)



(Google Images, 2020)

Individual Supervision

- One to one focus
- No distractions from others
- More in-depth

(O'Brien, 2016)

Client groups: Bereaved Adults

- Supervisor specialised in bereavement: They had a good understanding of grief, the different stages of bereavement and coping strategies (Snowdon et al., 2019).
- Experience of supporting many different bereavements – e.g. Complicated grief or suicide (Cruse, 2015).
- An understanding on how grief affects you emotionally and physically. For example; difficulties sleeping, anxiety and reduced health (Harvard Medical School, 2018).

Client groups: Bereaved Adults

- Supervisor with CBT background – provided integrated support (Forster, 2015).
 - However, would a supervisor from a Humanistic background have given me different insights?
- I took my own grief to supervision and prepared to start working with clients again after taking a break from Cruse Bereavement Care.



(Google Images, 2020)

Conclusion

- Functions Model has 3 Functions: Formative, Restorative and Normative.
- Strengths include providing validity, support and education.
- Weaknesses may be that the model is too basic and the therapeutic relationship is stronger than a model.

Conclusion

- Different benefits of group and individual supervision. They both provide support in different ways.
- Supervisor with background knowledge of bereavement in adults is beneficial to learning and developing with grieving clients.
- It is useful to bring own bereavement experiences and thoughts to supervision to monitor this.

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