

Practicing Purposefully SYSTEMIC PRACTICE

Reflective Supervision

Why do we have reflective supervision?

- We want to increase someone's thinking & awareness about themselves and the people they are working with
- Introduce "difference" into the system/the thoughts or feelings of the worker (about themselves, the family etc)
- Increase someone's understanding of the family or their thoughts/feelings.
- Increase someone's curiosity
- Help them make connections between the information – making causal links, notice patterns of behaviour etc.
- Explore new possibilities for action

As the supervisor:

- Stay curious
- See things from different perspectives
- Challenge gently
- Seek meaning & understanding
- Don't always agree with someone
- Reflect on language and descriptions used
- Recognise this isn't about finding the 'truth'

Don't forget the Social GRACES

(a few extra have been added!)

Gender; Geography; Race; Religion; Age; Ability;
Appearance; Accent; Community; Culture; Colour;
Class; Ethnicity; Employment; Education; Spirituality;
Sexuality; Sexual Orientation; Social Status

What is similar or different between the worker & family?

What is Visible or invisible?

What impact do these GRACES have?

The simplest form is by asking:

What else can you tell me [about that]?

So what? (*what* does that mean...?)

What do you think about that? Why do you think that is?

How did that feel?

What did you do next?

What are the 'unknowns' of this case?

What assumptions/gut feelings do you have?

Why do you think that's the case?

What other word could you use to describe that situation/behaviour?

How could we look at this differently?

Do you like that person/this family?

Digging a bit deeper...

Why do you think you have focused on that?

How does this case challenge your value base?

Could you tell that story differently?

What do you think the family are worried about?

How is this case similar to others you've worked?

What's your hypotheses?

What would happen if....

What do you think the best outcome looks like?

What do you think the family might say about...

Where is power situated within this relationship? What do you think was the motivation behind that person's behaviour?

Focusing on being Child-centred

- Share one thing you have learnt about the child/young person in the last week/month
- Share one positive attribute you like about this young person
- Is there anything about this young person that has surprised you or you didn't expect?
- If the child was here, what would they say?
- If the child was here, what would they want you to be saying/noticing?
- Would the child agree with your feedback/views/thoughts?
- What would make the biggest difference to this young person?
- What values are important to this young person?
- How satisfied are you that the work you are doing with the child is making enough of a sustained change?

A Framework to help with formulating Questions

Where's my focus?

The family	The worker	The workers stance towards the family	The family's stance towards the worker
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What do I want to reflect more on?

Emotions/feelings	Thoughts/Ideas	Actions/behaviour
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When do I want to reflect on?

Past	Present	Future
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Am I trying to explore...

Connections	Difference
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