

Questions to support the Supervisory Cycle (Kolb)

Focusing on Experience:

What was your aim? What planning did you do?

What happened before the interview/visit?

What was your role?

What did you expect to happen? What did happen?

Identify different perceptions of co-workers

What did you say and do?

What methods or interventions did you try?

What did the service user say, do or show?

What reactions did you notice to what you said/did?

What surprised or puzzled you? What stuck out for you?

Who behaved differently?

What were the key moments?

What words, non-verbal signals, interactions, sounds, images or smells struck you?

What did you notice about yourself, the service user, your co-worker?

What do you think the service user would have noticed about you?

What or who was hard to observe?

What observations or concerns do other agencies have?

What went according to plan? What didn't happen?

What changes to your plan or choices did you make?

What did you say, notice or do immediately after the session?

Focusing on Reflection

What did you feel at the start of the interview/visit?

What feelings did you bring to the interview/visit?

Describe the range of feelings you had during the session?

What did the session feelings remind you of?

What patterns did you see in this visit? Are these familiar?

Where have you encountered similar processes?

Describe a time when you last experienced this process – what happened?

Who/what does this service user remind you of?

What did you think the user was feeling – based on what?

What feelings might you or your co-worker be carrying on behalf of the service user/victim/other workers?

What other factors might influence how you, the service user, the co-worker felt or reacted, for example, in relation to gender or race?

Where or when did you feel most or least comfortable?

Who seemed least or most comfortable – at what points?

Who found it hardest to express their feelings?

What thoughts/ideas went through your mind during the session?

What are the similarities/differences between this contact and your previous contact with the service user?