

Making the Most of Supervision



Deep Release Online
Professional Training for Counsellors

WHY DO WE NEED SUPERVISION?

SAFE

A good supervisor will provide a place where you feel encouraged, understood and cared for

SUPPORTIVE

A good supervisor will honour your existing skills and work with you to refine and develop them

STRENGTHENING

A good supervisor will bring out the best in you, helping you face into areas where you struggle, or which you maybe avoid, to help you grow

SYMPATHETIC

A good supervisor will bring a warmth and kindness that enables you to trust them, even when you make mistakes; they are willing to share their own

**Good supervisors
can take you to
incredible heights.
They help you learn
to fly, providing the
wind beneath you,
and providing a net
for when you fall.**

**A good supervisor will
provide supervision
appropriate to the
counsellor's stage of
development**

CARING

A good supervisor will be concerned when you are facing personal difficulties, using their counselling skills appropriately

CREATIVE

A good supervisor will ensure that supervision isn't boring, introducing creative and 'out-of-the-box' freedom of thought and imagination

CAPABLE

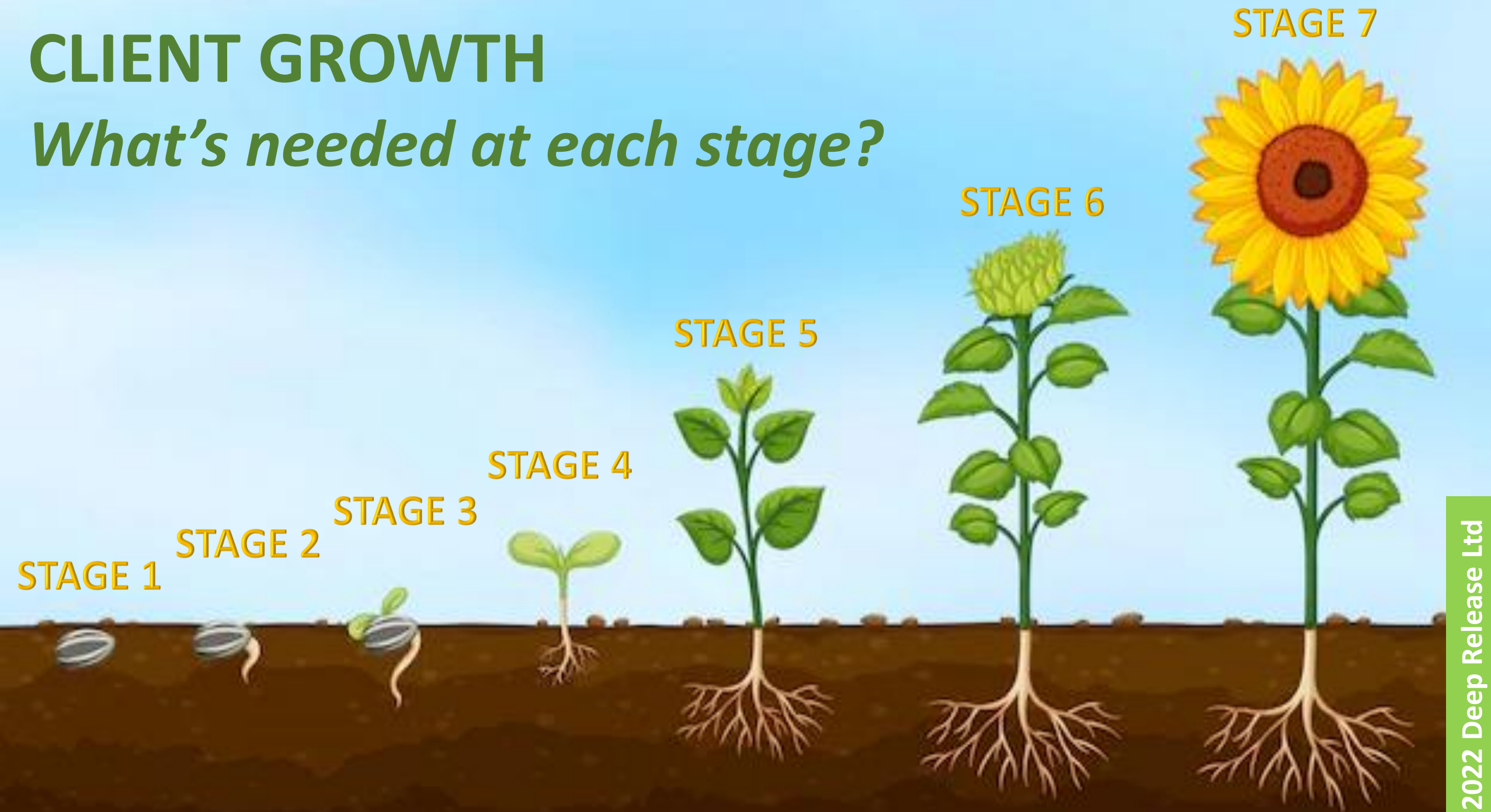
A good supervisor will be well-trained, have a broad knowledge of counselling practice, including ethical and legal issues, keeping their own training up to date

Stages of Development



CLIENT GROWTH

What's needed at each stage?



ROGERS: 7 STAGES OF CLIENT PROCESS

STAGE 1

The client is defensive and resistant to change

STAGE 2

The client is less rigid and talks about external events and other people

STAGE 3

The client talks about themselves, but as an object; avoids discussion of the here and now

STAGE 4

The client begins to talk about deeper feelings; the relationship with the therapist is developing

STAGE 5

The client can express here-and-now emotions; they begin to rely on their own decision-making abilities and take more responsibility for their actions

STAGE 6

The client shows rapid growth towards congruence; they are developing unconditional positive regard for others; signals the end of formal therapy

STAGE 7

The client is a fully-functioning, self-actualised individual, showing empathy and UPR for others; they can relate their previous therapy to what is happening in the here and now.



SUPERVISEE GROWTH

DIFFERENT SUPERVISION FOR DIFFERENT SKILLS LEVELS

THE NOVICE / TRAINEE COUNSELLOR (Childhood)

It's all about me.... Can I do this??

- Anxious, dependent, needs structure and support
- *“What do you (the Supervisor) think of me?”*
- Tendency to focus on fine details rather than holding the whole picture of the client in their head

Poor Supervision:

Overly directive, critical, too challenging without sufficient support



DIFFERENT SUPERVISION FOR DIFFERENT SKILLS LEVELS

THE APPRENTICE (Adolescence)

It's all about the client - Can I really help them??

- Dependency vs autonomy
- Confident vs overwhelmed
- Need space and containment
- *“I’m excited!” vs “I can’t cope!”*

Poor Supervision:

May be too directive or shaming, mismanaging the balance between support and challenge



DIFFERENT SUPERVISION FOR DIFFERENT SKILLS LEVELS

THE JOURNEYMAN (Early Adulthood)

It's all about the process: how are we relating together?

- Increased confidence/insight; fully present but can also 'helicopter'
- More integrative; need support and encouragement
- Focus on the therapeutic alliance

Poor Supervision:

- Too directive, demoralising the supervisee
- Too little challenge may encourage poor habits; too much challenge may result in increased anxiety



DIFFERENT SUPERVISION FOR DIFFERENT SKILLS LEVELS

THE MASTER-CRAFTSMAN (Full Maturity)
Understanding the client and self in context



DIFFERENT SUPERVISION FOR DIFFERENT SKILLS LEVELS

THE MASTER-CRAFTSMAN (Full Maturity) *Understanding the client and self in context*

- **Autonomy / insight / stable motivation**
- **Deepening and integrating knowledge, leading to wisdom**

Poor Supervision:

- May collude with lazy practice, resulting from supervisor's own apathy/stagnation.
- May fail to recognise expertise vs assume no room for growth
- Supervisor may feel threatened by the supervisee
- Peer supervision?



THE MASTER-CRAFTSMAN (Full Maturity)

Understanding the client and self in context

The context of counselling includes such factors as:

- the physical environment of the counselling room (or Zoom)
- private practice or agency practice
- cultural beliefs and values which inform both counsellor and client

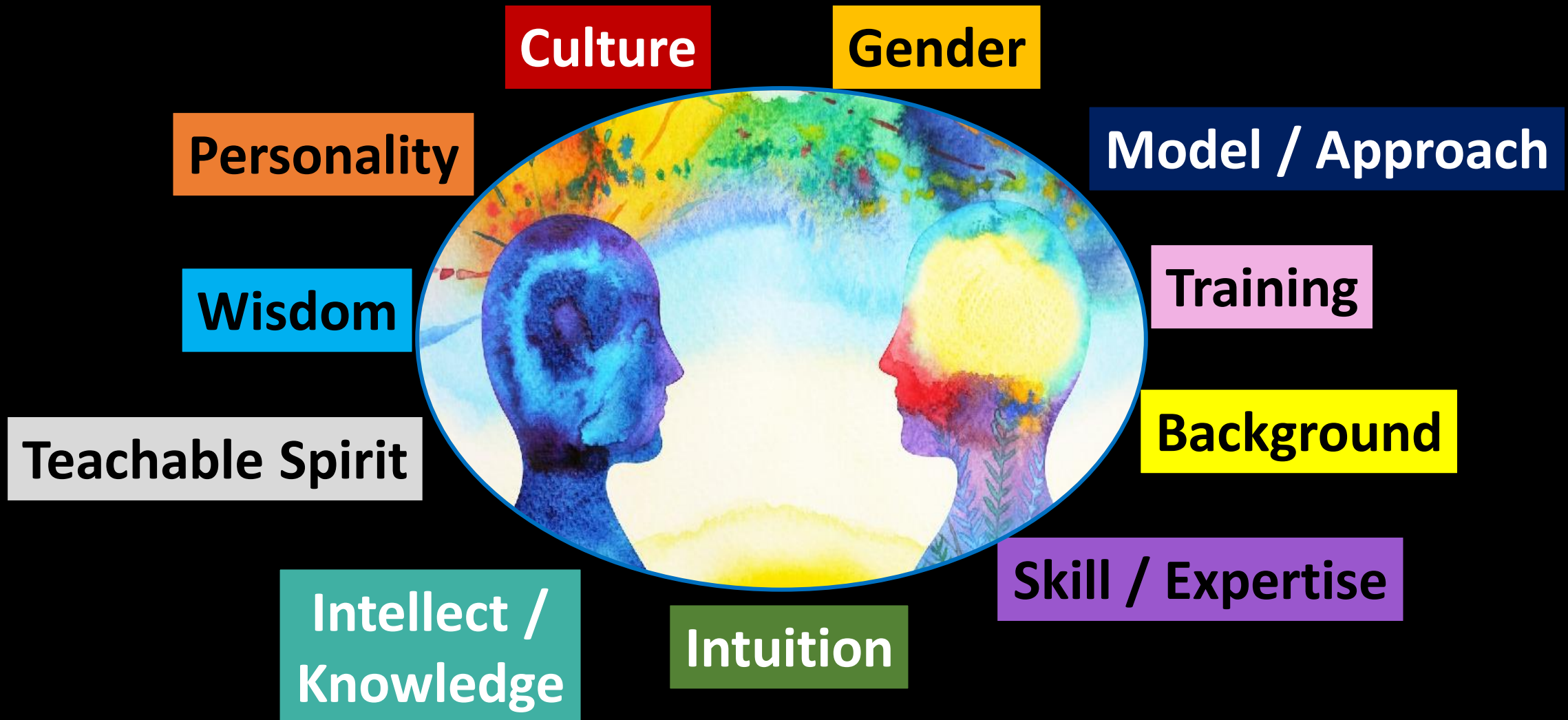
“... these factors can make a difference to the relationship between counsellor and client, and the process and outcome of counselling. It is suggested that contextual issues have been largely ignored in counselling theory, research and practice, and that increased attention to context has the potential to contribute to the creation of a more responsive and effective counselling service.”

John McLeod and Linda Machin

British Journal of Guidance & Counselling, Volume 26, 1998 - Issue 3

HOW MUCH ARE YOU AND YOUR SUPERVISOR 'REAL' WITH EACH OTHER?

Is there a match?



GOOD SUPERVISION IS ALL ABOUT BALANCE



Management... Support...

**Development... Training... Admin – all
in the air**

**Staying centred and focused – keeping
your eye on the ball**

**An elephant “never forgets”, but this
can be easy for a supervisor to do!**

**The bouncing ball of support v
challenge**

**The relationship can be like walking a
tightrope!**

4 STAGES OF LEARNING

Unconscious Incompetence

You don't know that you don't know how to do something

Make it up as I go along...



Conscious Incompetence

You know that you don't know how to do something and it bothers you

Acknowledge the need for training...



Conscious Competence

You know that you know how to do something and it takes effort

Gain confidence and grow



Unconscious Competence

You know how to do something and it's second nature

Grow others



Buddy Group Discussions

- Share your experience of supervision – good and not-so-good
- Where would you put yourself in terms of development?
- What would you say you most need from supervision where you are now?

15 minutes – divide the time between you all



THOUGHTS A SUPERVISEE MIGHT HAVE ABOUT SUPERVISION



What could make our Supervision relationship difficult or unproductive?

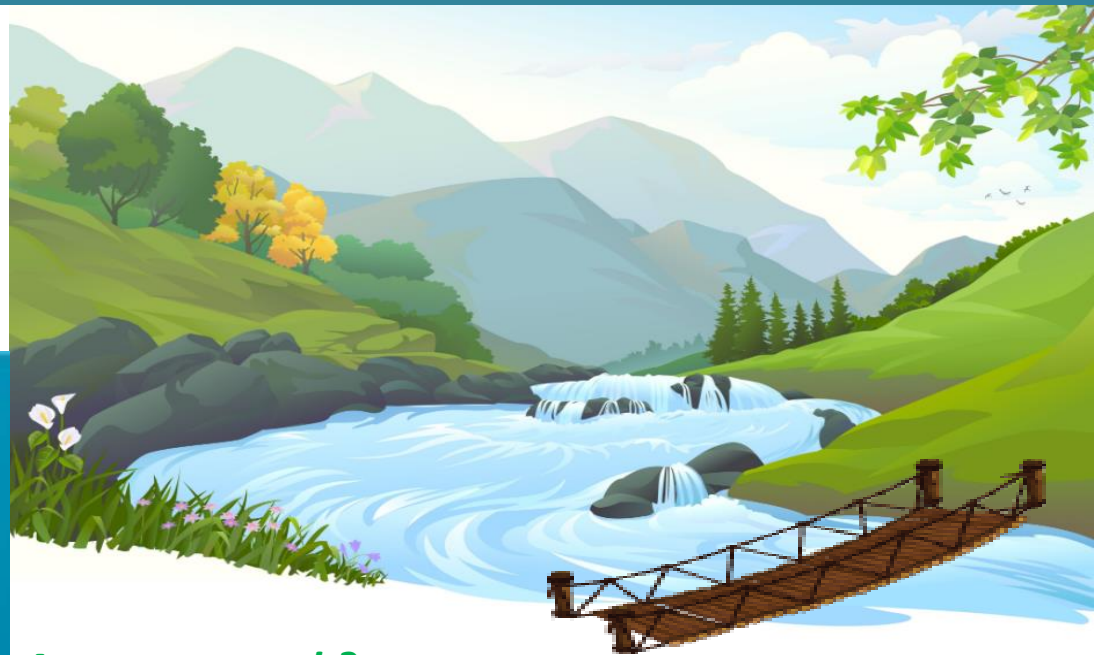
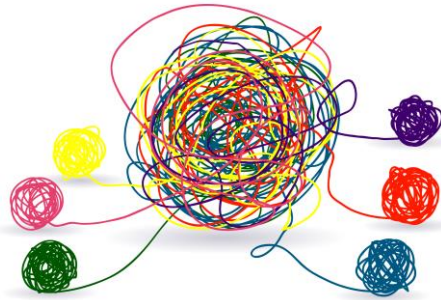
What are my fears?



together

START

What are my hopes?



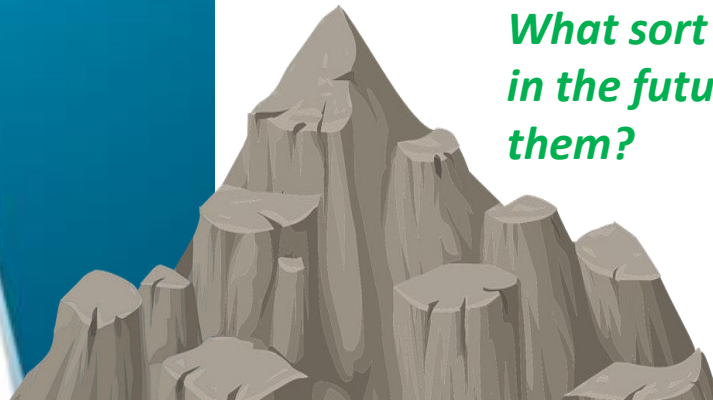
Are we a match?

How honest will we be with each other?

Will I feel safe enough to tell my Supervisor everything I need them to know.

What sort of challenges might come in the future? How will we face them?

What sort of challenges have I already overcome to get here?



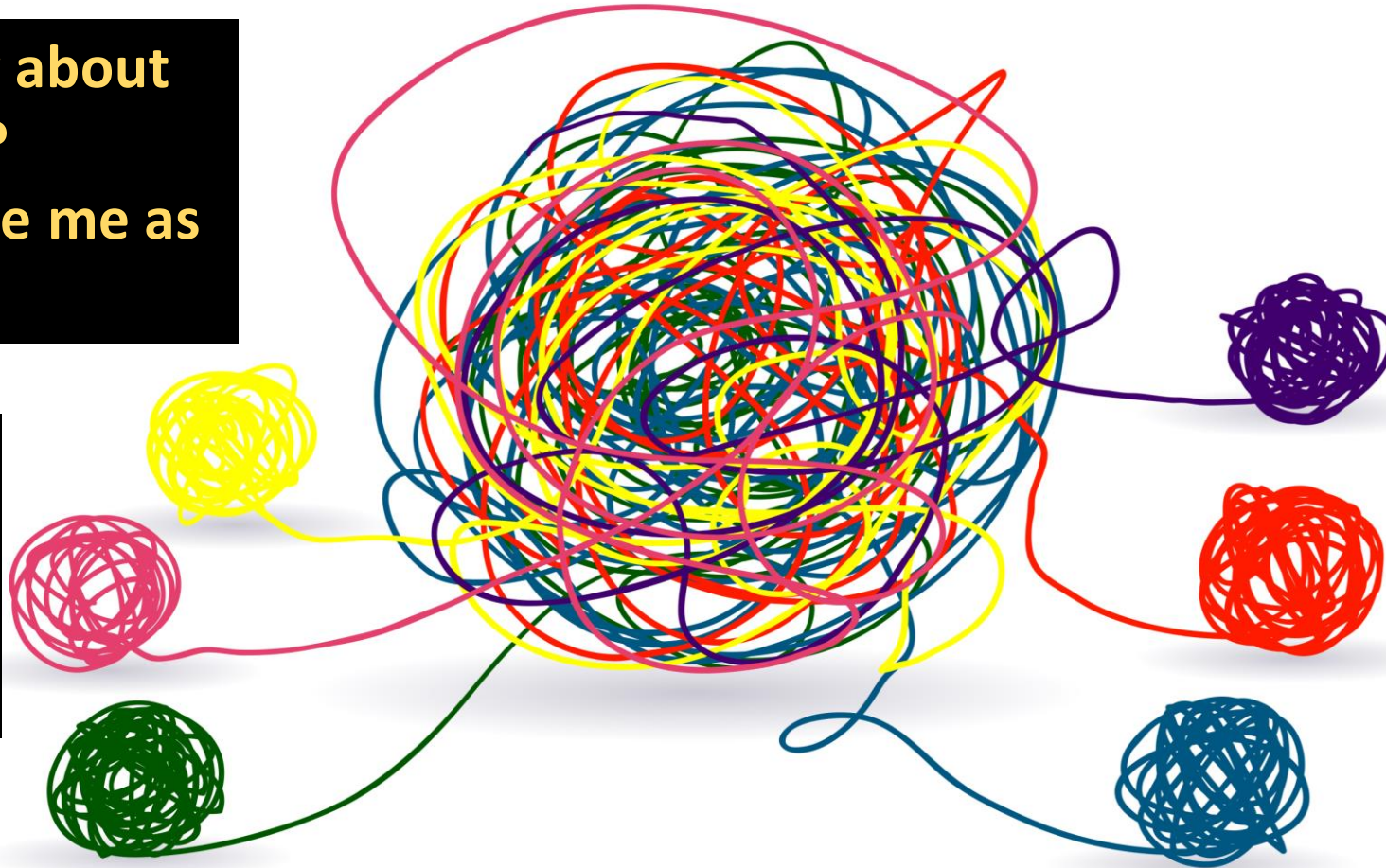
UNRAVELLING THE RELATIONSHIP

QUESTIONS A SUPERVISOR MIGHT ASK A SUPERVISEE SESSION 1

What do you enjoy about being a counsellor?
Why did you choose me as a Supervisor?

What kind of clients do you/ would you like to work with?

What personal issues, if any, do you need help with?
What do I need to know?



Do you have any concerns about working with me?

How would you most like me to be with you?

What professional issues, if any, do you need help with?
What do I need to know?

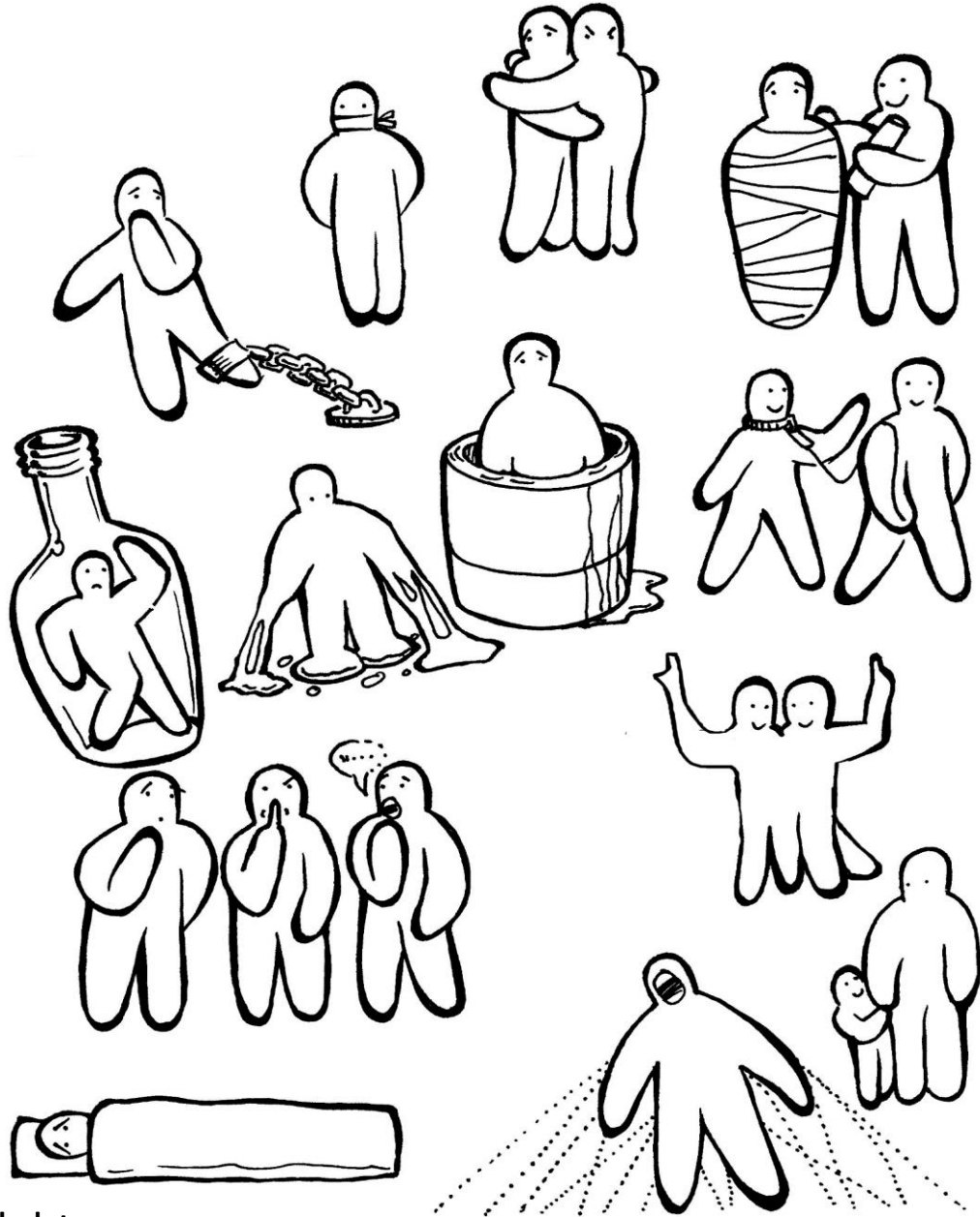


5 MINUTES



?
DO YOU
HAVE
ANY
QUESTIONS OR
COMMENTS?

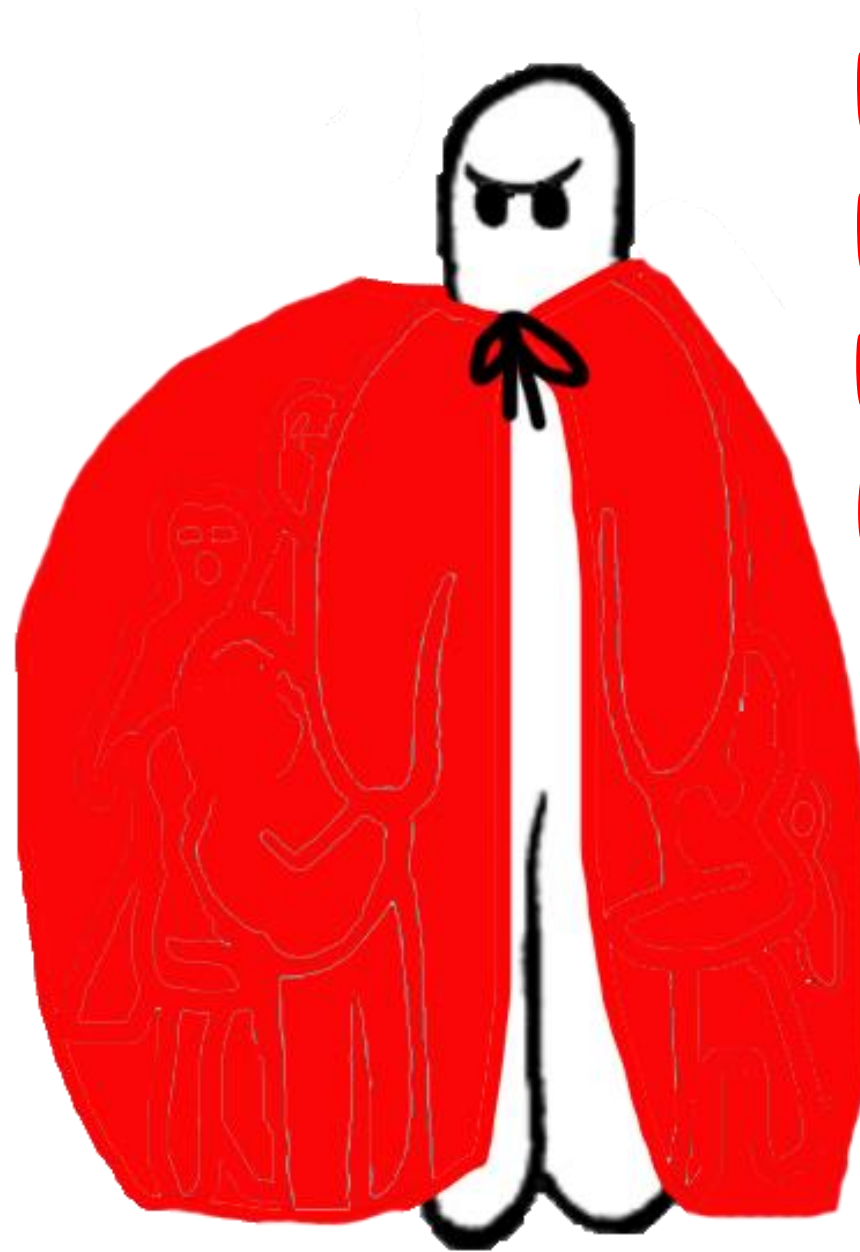
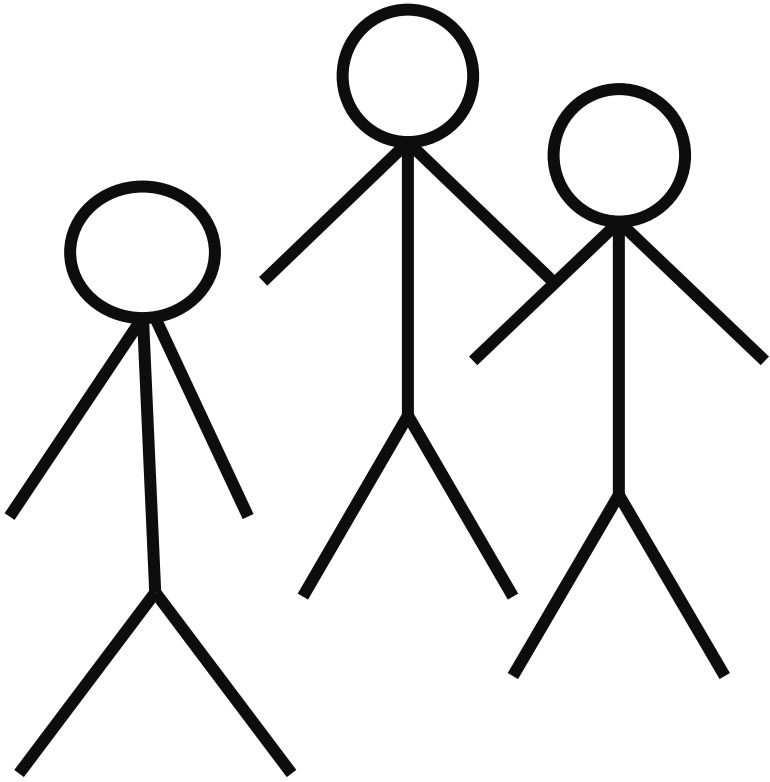
TIME FOR A BLOB!



Think about your clients, especially the ones you find most challenging. Choose one to work on.

- Select a picture from the 'Blob Bound' options to represent how you see them / your relationship.
- Redraw the figure(s).
- If you are not already in the picture, draw yourself in.
- Add feeling words
- Add speech bubbles – what are you both saying?

WORKING WITH YOUR DRAWING



*Rage!
Protective
Mother
heart*

Buddy Group Discussions

- If you want to, share your drawing with your group.
- What else is coming up for you from the session?
- How much do you feel you are the 'real you' in supervision?

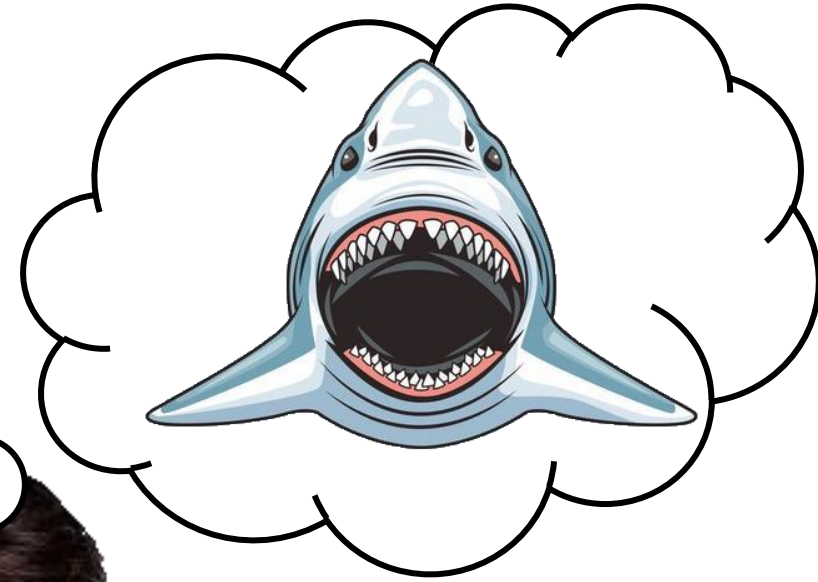
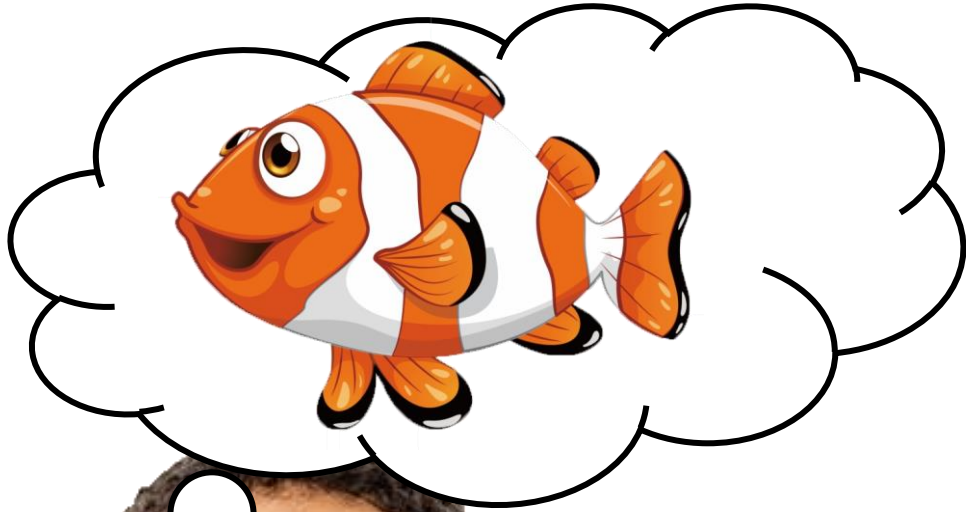
15 minutes – divide the time between you all



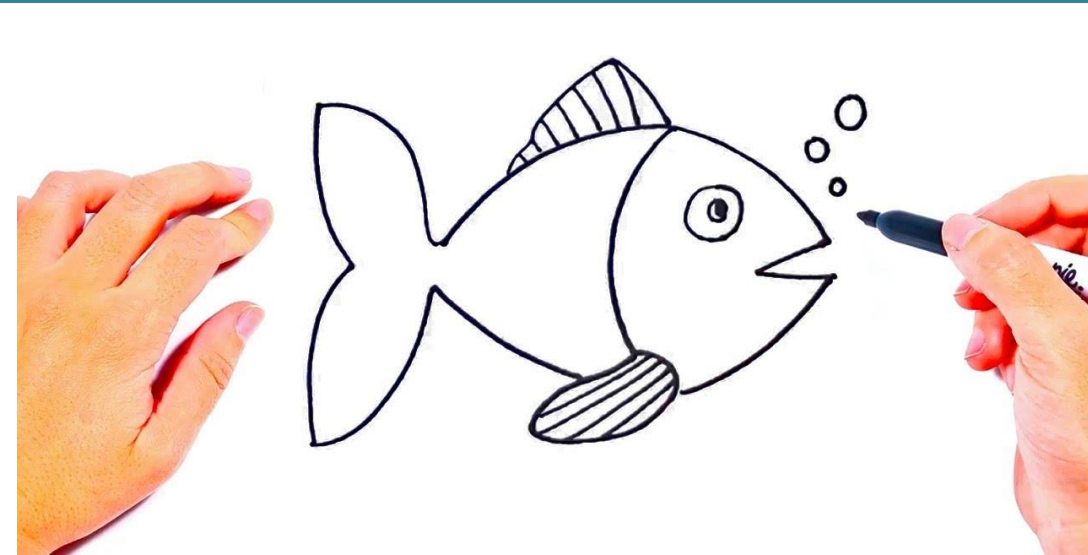


10
MINUTES

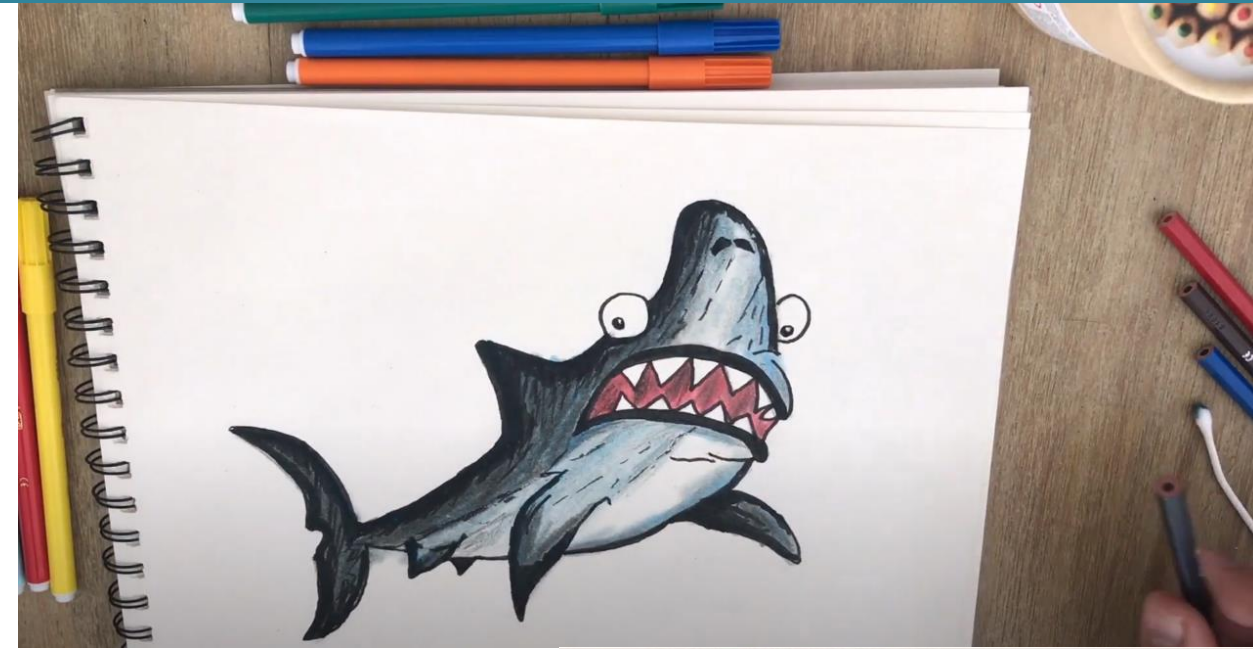
IMAGINE YOUR CLIENT IS A FISH



DRAW YOUR CLIENT AS A FISH



WHAT KIND OF FISH ARE THEY?



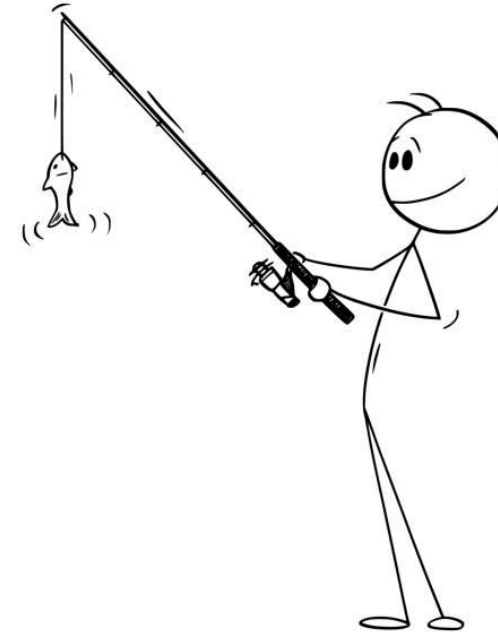
**WHERE ARE THEY? eg IN THE OCEAN,
IN A FISHBOWL, IN AN ACQUARIUM**

**HOW ARE THEY FEELING?
WHAT ARE THEY SAYING?**



DRAW YOURSELF INTO THE PICTURE

WHERE ARE YOU?
WHAT ARE YOU FEELING?
WHAT ARE YOU SAYING?



Creative Supervision Online







5 MINUTES



REGULAR REVIEWS IN SUPERVISION ONGOING WORK

Keeping Short Accounts!

What has the highlighter pen on it for this supervision session?

Which clients are you enjoying working with, and which not?

Do you have any concerns about the way we are working together?

Am I getting you right? Is there anything we need to sort out? Are we (still) ok?

Is there anything I need to know about you?
Has anything changed?

Is there anything that has come up re professional issues?
What do I need to know?



Which Clients....

Inspire me	Bore me	Exhaust me	Annoy me	Scare me

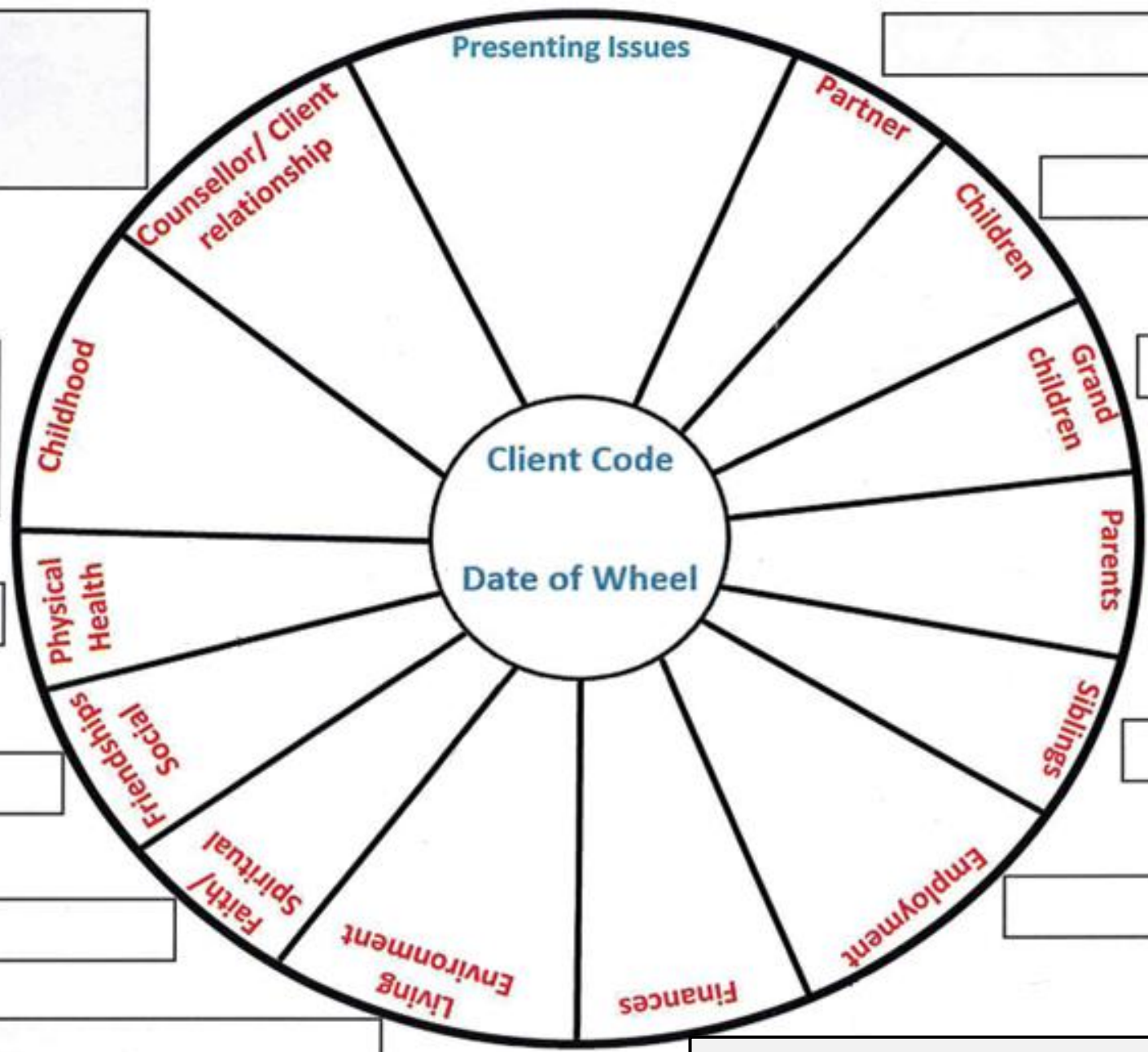
BREATHING LIFE INTO SUPERVISION

Step
into
the
client's
shoes

*Sad
Heavy
Tired
Hopeless*

*Help me
Fix me
Heal me*





TELL YOUR SUPERVISOR WHEN...

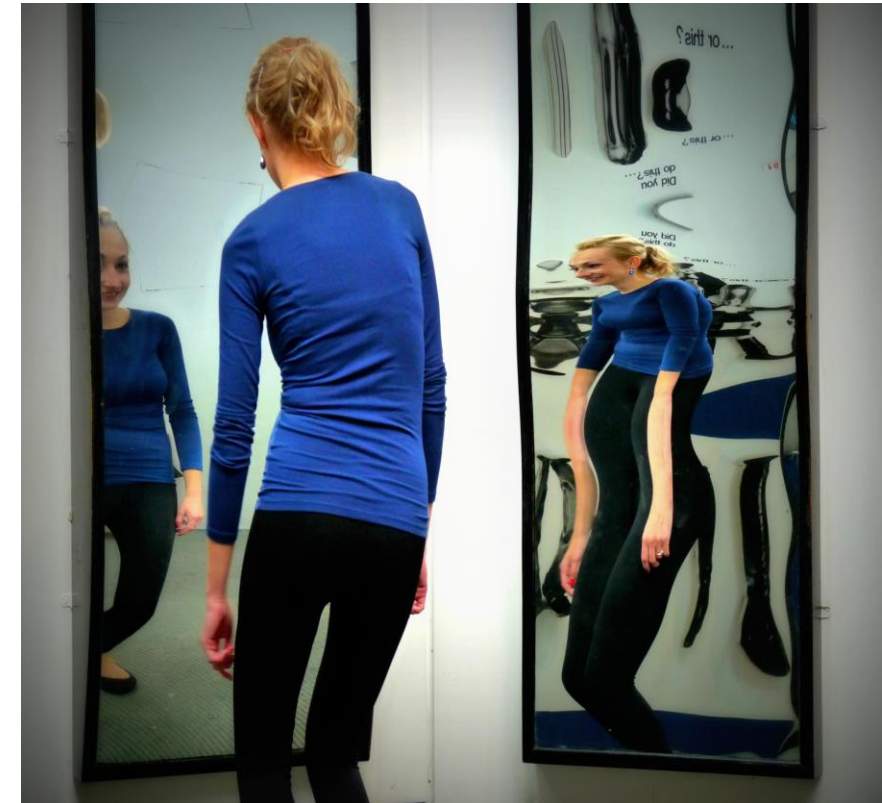
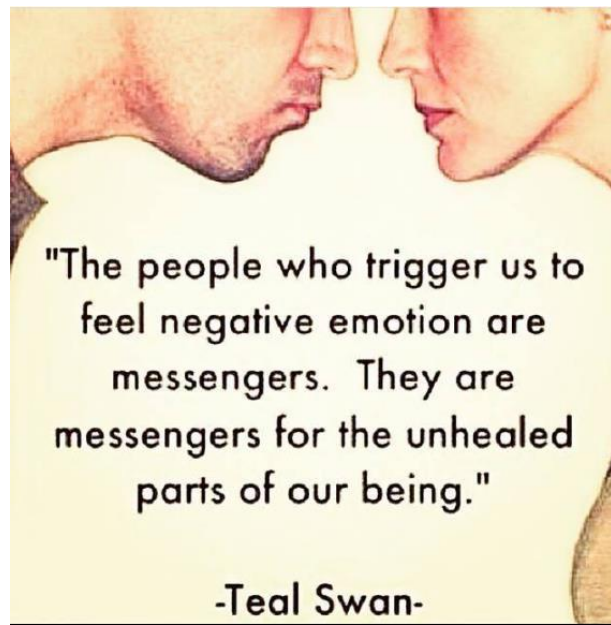
You experienced 'energy transference'



You found yourself giving advice



You were triggered



You felt 'pulled out of shape' with a client

ARE YOU WORKING TOO HARD?

“As long as one believes that one’s problems are caused by some force or agency outside oneself, there is no leverage in therapy. If, after all, the problem lies out there, then why should one change oneself? ...

We therapists endlessly clarify and interpret, assuming ... that understanding will invariably beget change. Eg “You have to try...”

I may advise, argue, badger, cajole, goad, implore or simply endure, hoping that the client’s neurotic world view will crumble away from sheer fatigue...”



INCREASING YOUR SKILLS

Check your work/life balance and don't take on too much. It's not just about the number of clients, but the kind of issues they bring.

Not all supervisors are the same... take time to find the right fit for your personality and level of confidence/skill.

Be prepared to move to another supervisor when it's the right time.



Buddy Group Discussions

- How did you respond to the online packages?
- Which of the suggestions interested you, to make your supervision more creative?
- What has impacted you most?

15 minutes – divide the time between you all





?
DO YOU
HAVE
ANY
QUESTIONS OR
COMMENTS?

Buddy Groups

Time to say goodbye

Exchange details if required.

• 5 minutes





Resources



PACT LTD

Original & Creative Counselling Resources

www.pact-resources.co.uk



Erikson's Life Stages



Wheel of Life



Working with Animal
Figures Online Pack



Therapeutic Sandscapes™
Online Pack



AVAILABLE NOW

pact-resources.co.uk

Instant Online Training Videos from Deep Release

Buy 2 get 1 free on all videos – discount automatically applied at checkout



Disordered Eating and Attachment – Training Video
£30.00



Working Creatively with Dreams – Training Video
£30.00



Working Creatively with Aspects of Self – Training Video
£30.00



Mending Broken Relationships – Training Video
£30.00



Using TA Creatively in Counselling – Training Video
£30.00



Working Creatively with the Inner Child in Counselling Training Video
£30.00

3 videos for the price of 2!



Working Creatively with Blocked Anger – Training Video
£30.00



Working Creatively with Nesting Dolls in Counselling – Training Video
£30.00



Working with Gestalt in the Counselling Room – Training Video
£30.00



Attachment Behaviour in the Counselling Room – Training Video
£30.00



Working with Loss and Grief – Training Video
£30.00



Narcissism and Echoism – Training Video
£30.00

NEW VIDEOS NOW UP FOR SALE IN THE PACT RESOURCES WEBSITE SHOP!



Coaching for
Counsellors with Dr
Chris – Training
Video
£30.00



Coaching for
Counsellors 2 with
Dr Chris – Training
Video
£30.00



A Masterclass in
Working with the
Roles Played in
Anger Cards –
Training Video
£30.00



Extreme Reactions –
Working with
Clients who Self
Injure – Training
Video
£30.00



Losing the Will to
Live – Working with
Suicidal Clients –
Training Video
£30.00

PAY FOR 2 AND GET ONE MORE FREE!



**A Creative Guide
to working with the
Inner Child**
for Counsellors and Psychotherapists



Pauline Andrew

A Creative Guide to
Working with the Inner
Child

£11.50



**A Creative Guide
to working with
Blocked Anger**
for Counsellors and Psychotherapists



Pauline Andrew

A Creative Guide to
Working with Blocked
Anger

£11.50

**A Creative Guide to
Working with Nesting Dolls**

for counsellors and
psychotherapists



Pauline Andrew

A Creative Guide to
Working with Nesting Dolls

£11.50



**Special
Offer
Save
£4.50**



Special offer – save £4.50
when you buy all 3 books

£30.00

Now available on Kindle
and as Paperback
from Amazon.co.uk

and Paperback from
www.pact-resources.co.uk

CONNECT WITH US!

FACEBOOK GROUP

Search: Deep Release Ltd – Counselling & Training



- A closed group for counsellors & trainee counsellors
- Please answer the joining questions!



Deep Release Ltd - Counselling & Training

Private group 1.5K members



+ Invite

CONNECT WITH US!

YOUTUBE CHANNEL

Search: Pauline Andrew Creative Counselling

- Lots of videos on working creatively
- Please subscribe!

Or visit:

YouTube.com/c/PaulineAndrewCreativeCounselling



YOUTUBE CHANNEL

Search: Brain Body and Beyond

- Videos on Life, the Brain and Relationships
- Please subscribe!



FREE COURSE!



**13
DEC**

FREE COURSE

Online Event

**Free Course: Introducing the new
Roles Played in Groups cards**
Tues Dec 13

Price: Free

 **December 13, 2022**
9:30 am - 11:30 am



Deep Release
training counselling

CREATIVE CONFIDENCE WEEKEND

- **USING NESTING DOLLS**
- **THE COURTROOM**
- **THE CONCEPTION TO BIRTH JOURNEY**
- **WORKING WITH CLAY**
- **WORKING WITH SAND TRAYS & MORE!**

APRIL
28-30
MOOR HALL,
BERKSHIRE

Book at
www.deeprelease.org.uk

Please send us
your feedback!



Contact us:
info@deeprelease.org.uk

deeprelease.org.uk

pact-resources.co.uk



Thank you

