



Deep Release Online

*Professional Training for Counsellors*



# CREATIVE SUPERVISION

# WORKING IN BUDDY GROUPS

Zoom doesn't know who is a Supervisor and who isn't

It's a chance to practise being the Supervisor even if you're not trained!

You don't even need to have a Supervisor in your group

See what it feels like to be the Supervisor

Reflect on how you can better use your own supervision

You could even suggest these interventions to your Supervisor!

Take Initiative!

Relax and enjoy what happens!

# 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

**TRAINEE**

**NOVICE**

**APPRENTICE**

**SKILLED WORKER**

**SPECIALIST**

# 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?**



**Do you have any concerns about working with me?**

**How would you most like me to be with you?**

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

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

## CHILDHOOD

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

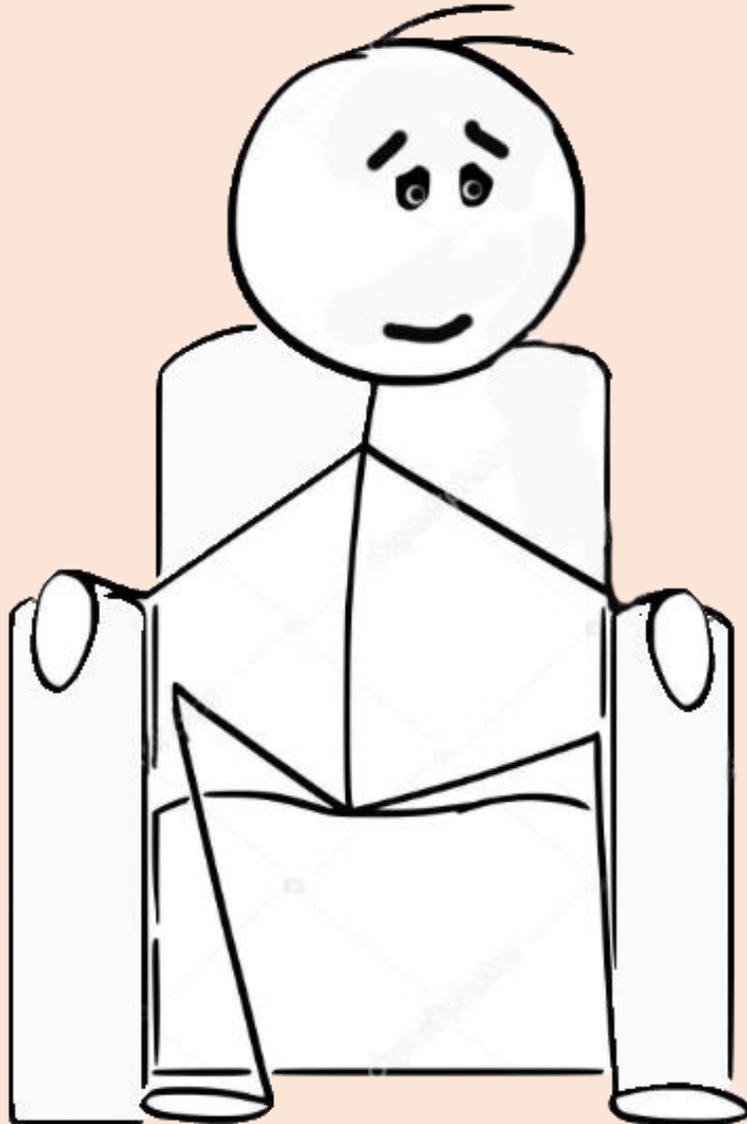
- Anxious, dependent, needs structure and support
- *“What do you (the Supervisor) think of me?”*
- Tendency to focus on fine details rather than holding the whole picture of the client in their head

**Poor Supervision:**

**Overly directive, critical, too challenging without sufficient support**

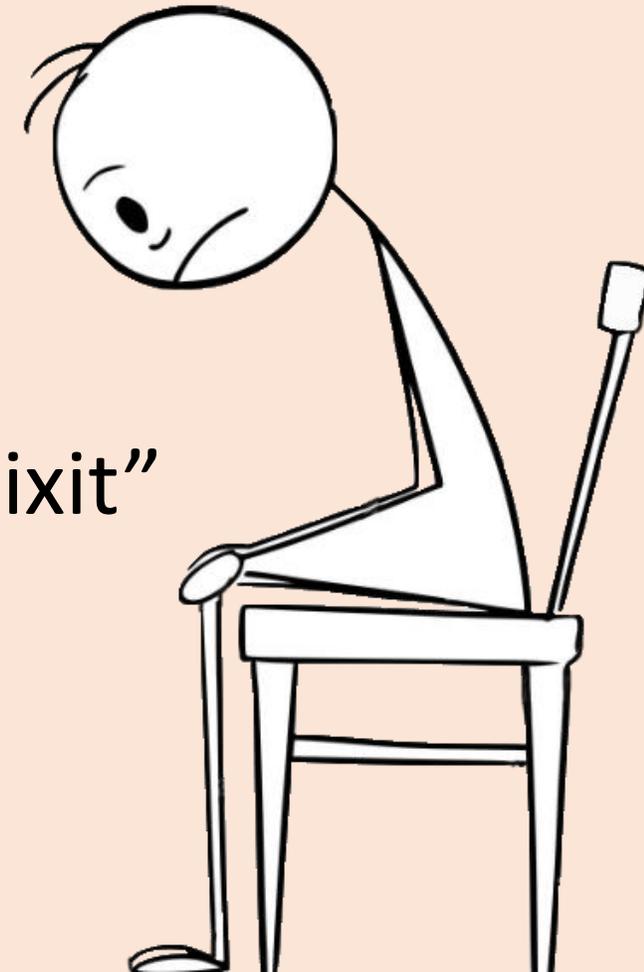


# GOOD SUPERVISION

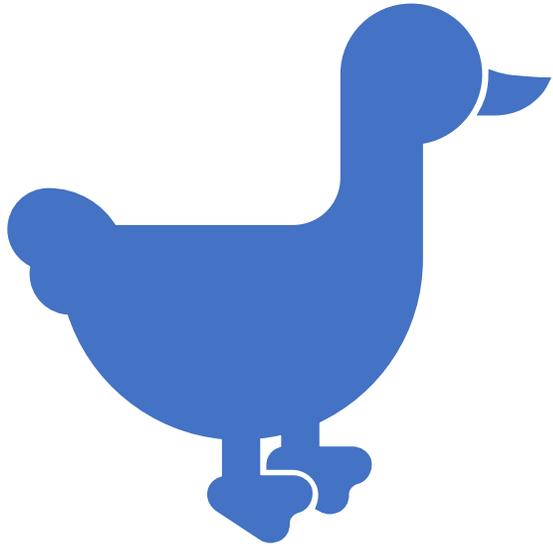


- Model core skills
- Listen
- Check understanding
- Show empathy

- Share experience
- Diminish counsellor “Fixit”
- Explore options
- Encourage



**The best advice  
you can give  
as a Supervisor....**

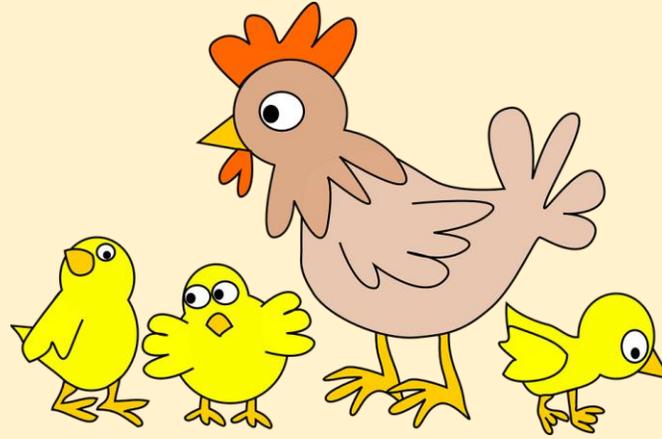


## **CREATIVE INTERVENTION**

To help the supervisee explore their relationship with the client

*Draw your client as a bird*

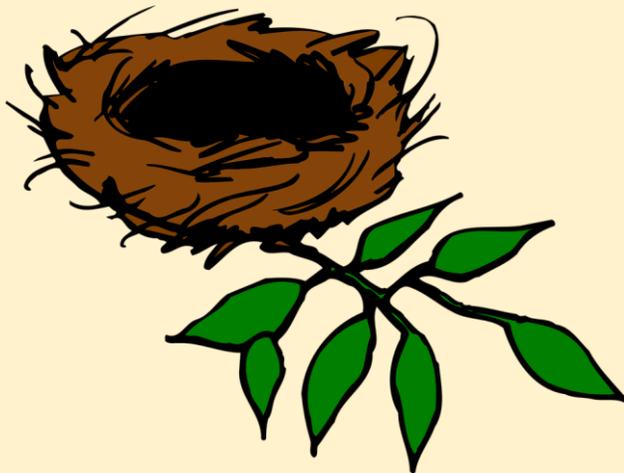
# 1. DRAW YOUR CLIENT AS A BIRD



## 2. WHERE ARE THEY?

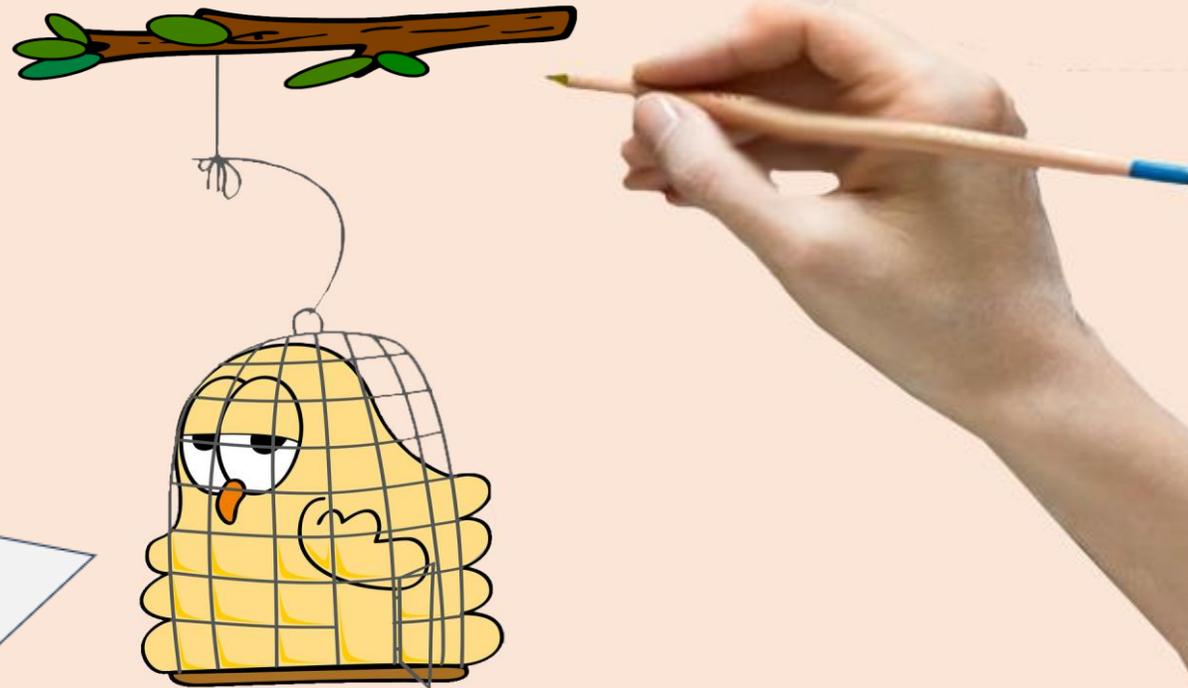


## 3. HOW ARE THEY FEELING?



## 4. ADD FEELING WORDS AND SPEECH BUBBLES

*Hopeless*  
*Heavy*



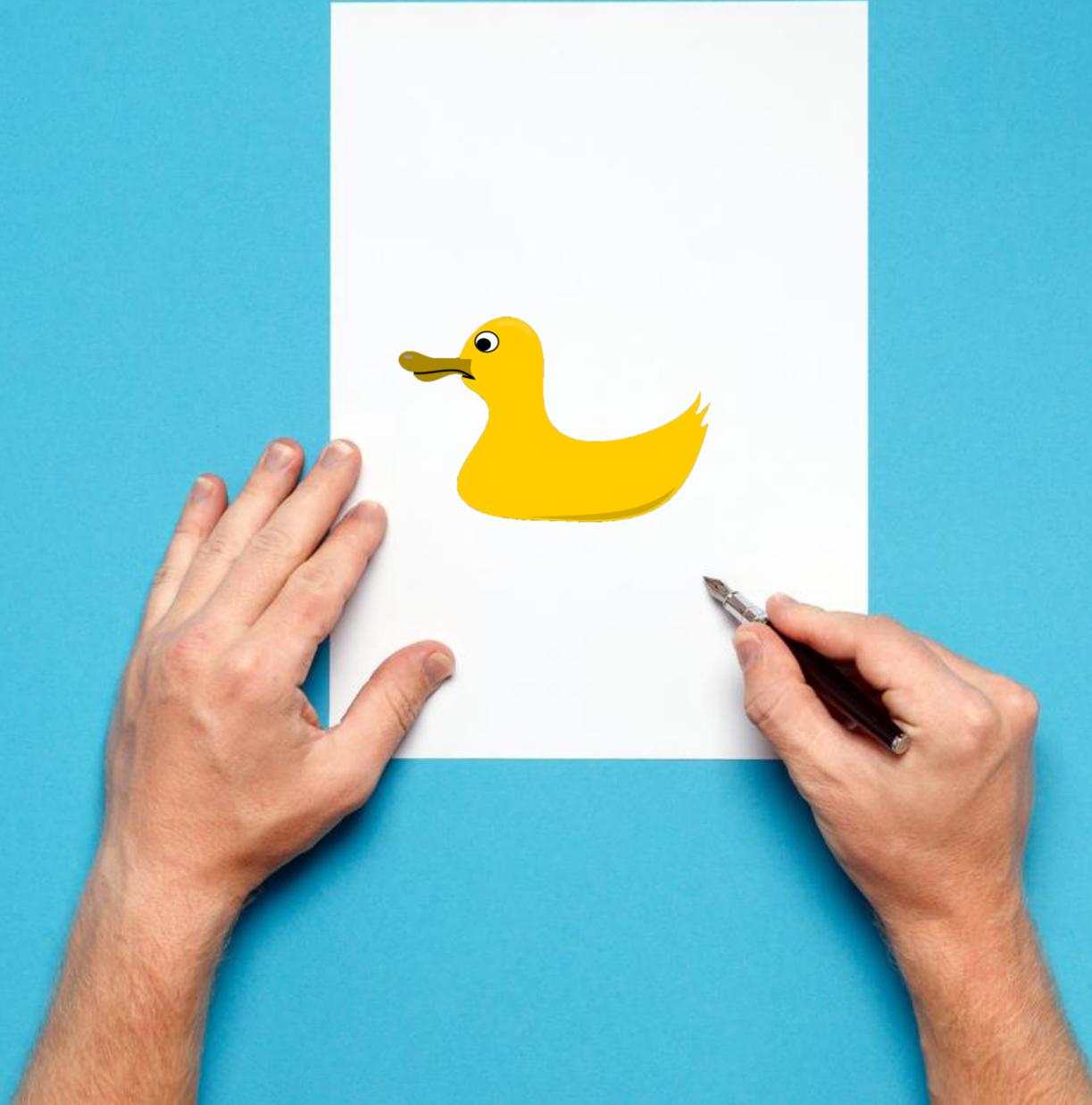
*I'm so depressed*  
*Nothing ever goes right for me*  
*I don't think counselling is*  
*working*  
*I'm a failure at this as well as*  
*everything else*

## 4. DRAW YOURSELF INTO THE PICTURE

1. Where are you in the picture?
2. What are you feeling?
3. What are you saying?
4. Explore the dynamics between you and the client
5. Would you show this to your client?



# Time for you to draw!



# Buddy Group Discussion Ideas

- Share your birds with one another!
- Choose one supervisor and one supervisee and work with the picture.
- Share with one another your thoughts on working with students/inexperienced counsellors

**15 minutes**





**TAKE A  
BREAK!**  
**5 minutes**



**Comments  
Questions**

**Share your Artwork!**



# DIFFERENT SUPERVISION FOR DIFFERENT SKILLS LEVELS

## THE APPRENTICE (Adolescence)

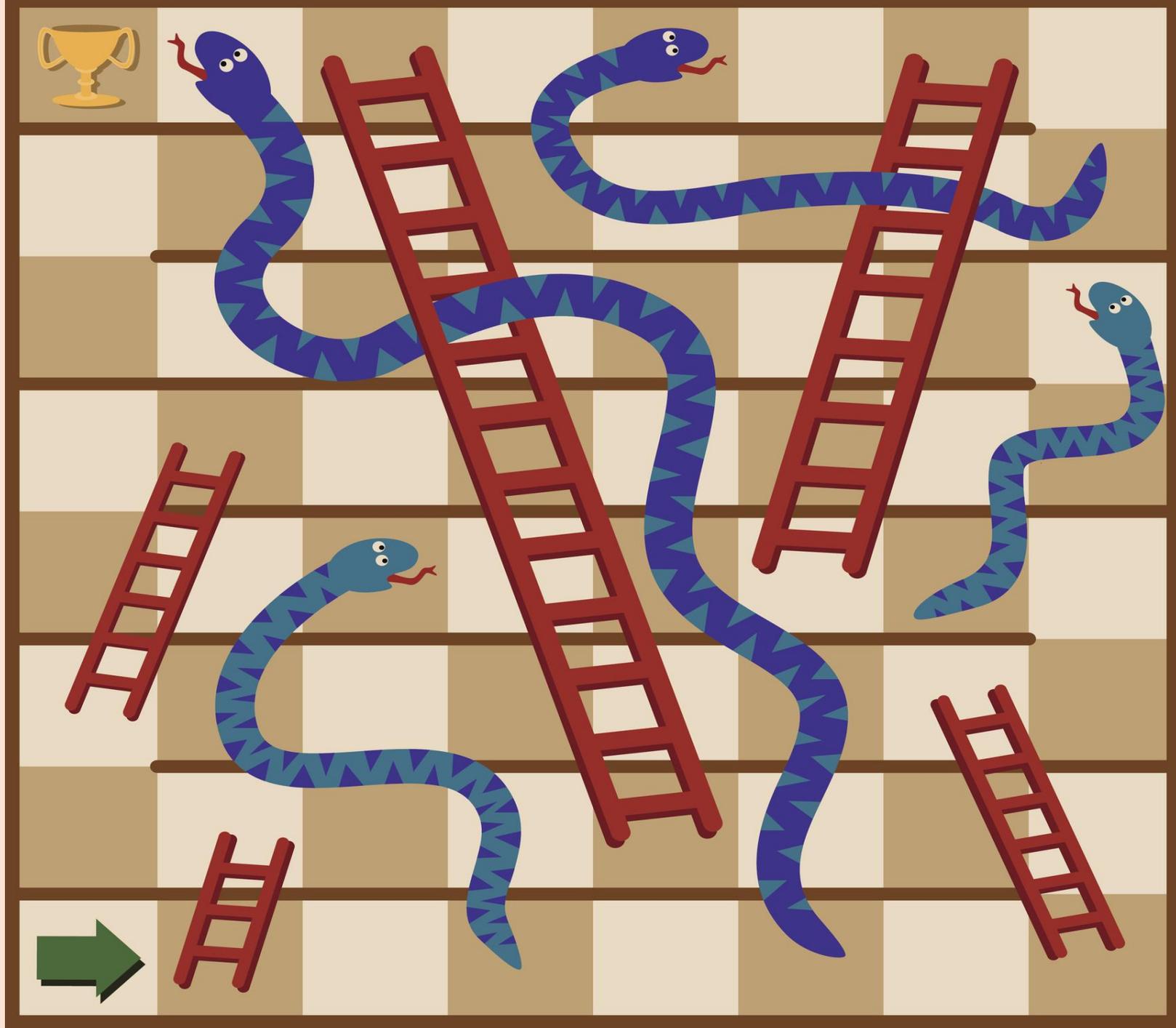
*It's all about the client - Can I really help them??*

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

### Poor Supervision:

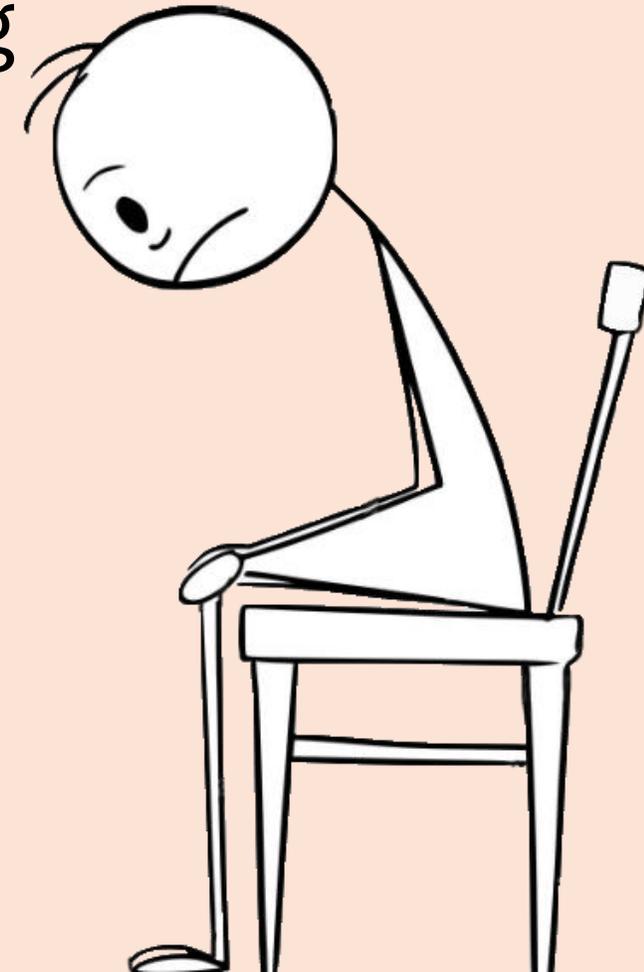
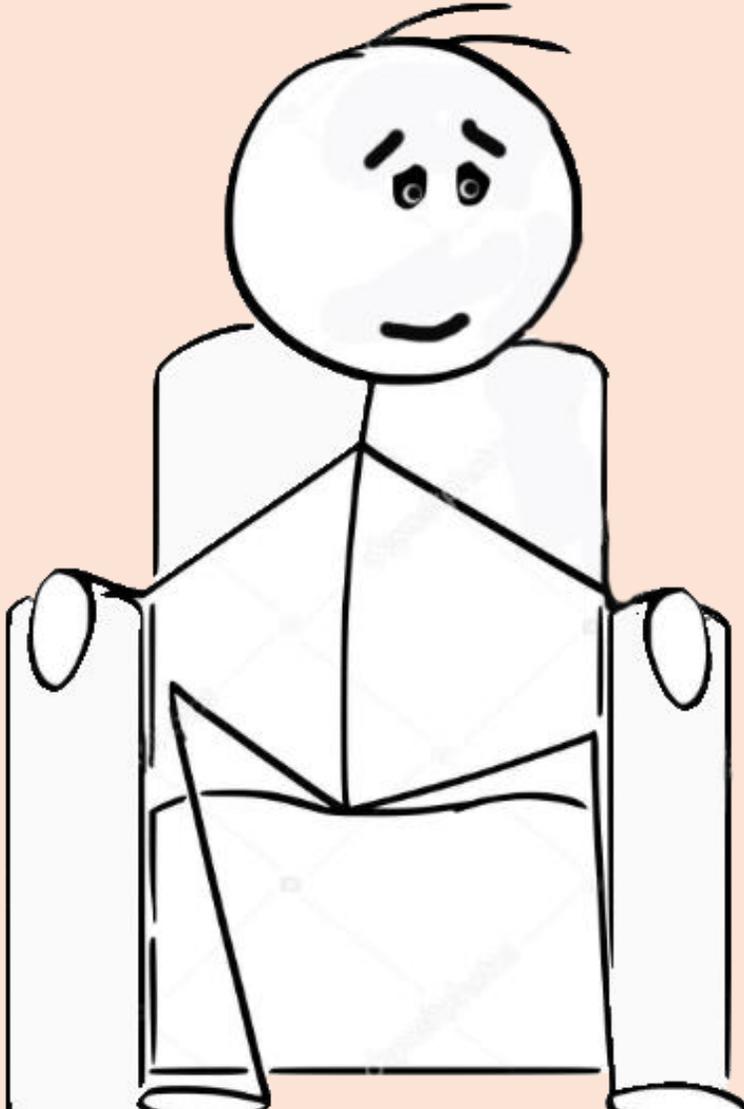
May be too directive or shaming,  
mismanaging the balance between  
support and challenge

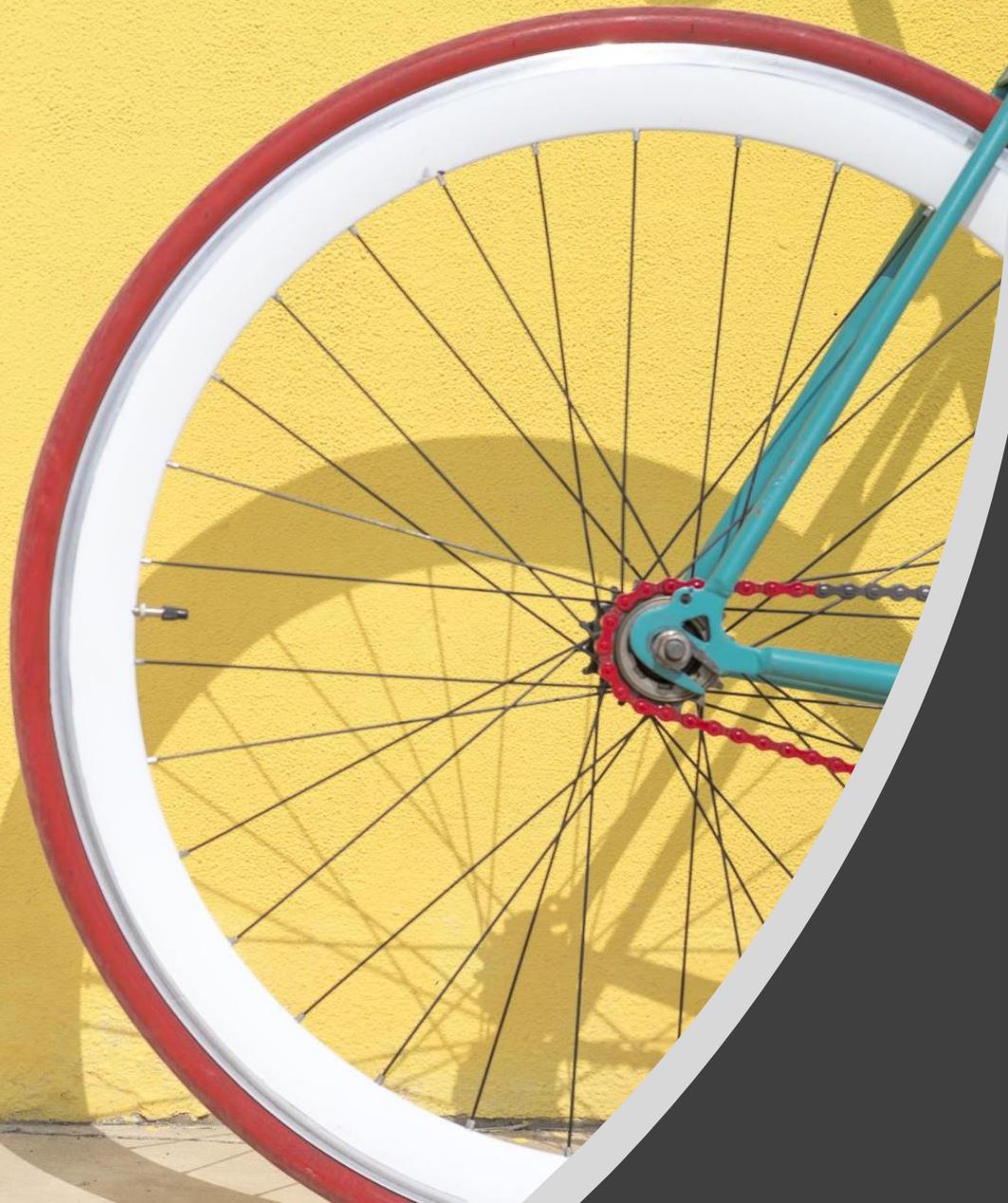




# GOOD SUPERVISION

- Model core skills
- Listen
- Check understanding
- Show empathy
- Share experience
  
- Slow them down
- Encourage
- Earth/Structure
- Role play the clien

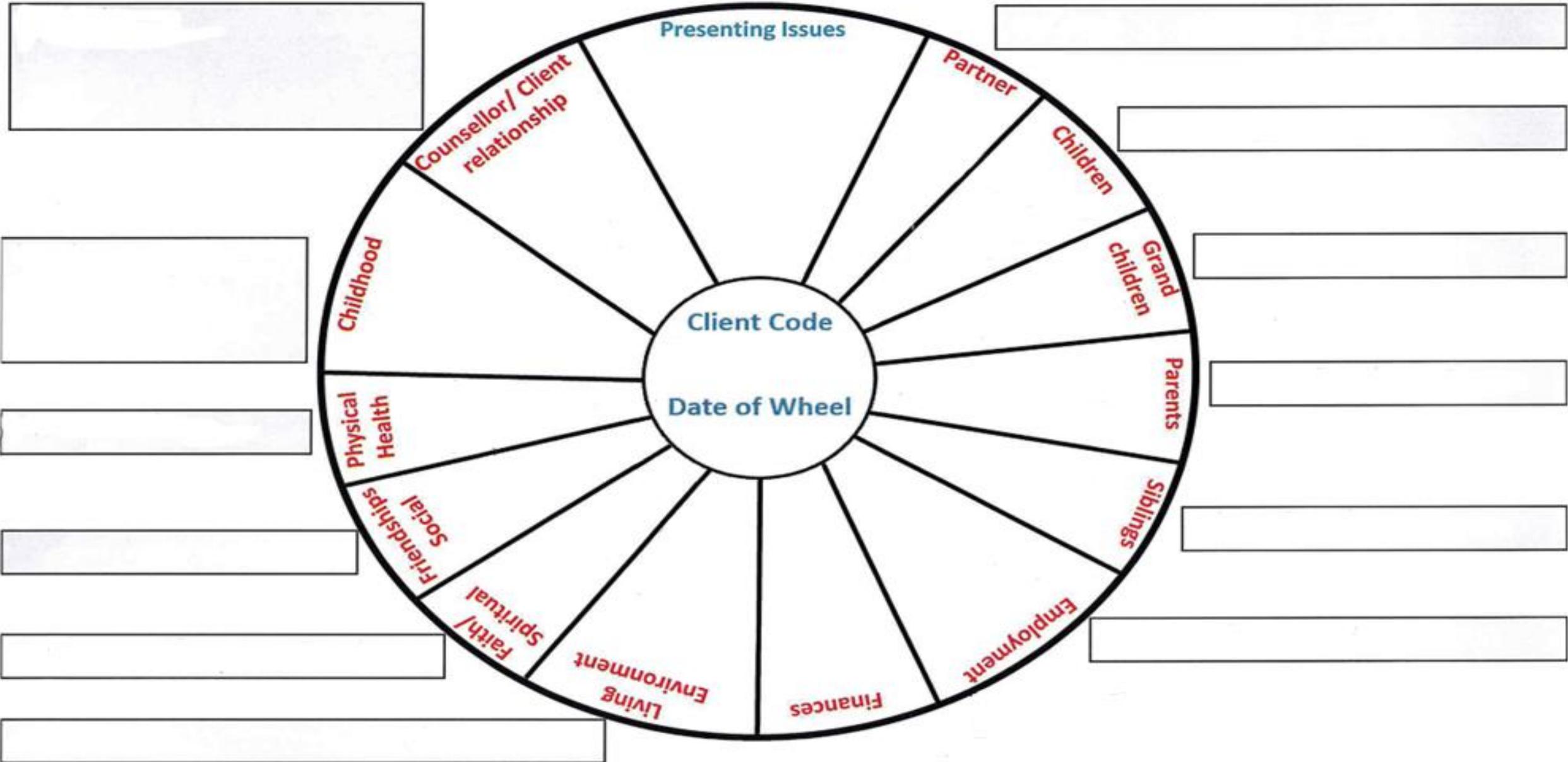




**A creative  
wheel  
for keeping  
records**

**For the supervisee  
For the supervisor**

# RECORD KEEPING IN SUPERVISION



Avoidant Attachment?  
Feel angry with husband!  
Concerned he'll stop her coming

Arguments, he thinks she spends too much

Alice being bullied at school

Replacement child  
for sister?  
Lonely.

"Changed subject"

Mum 1995, Dad 2018

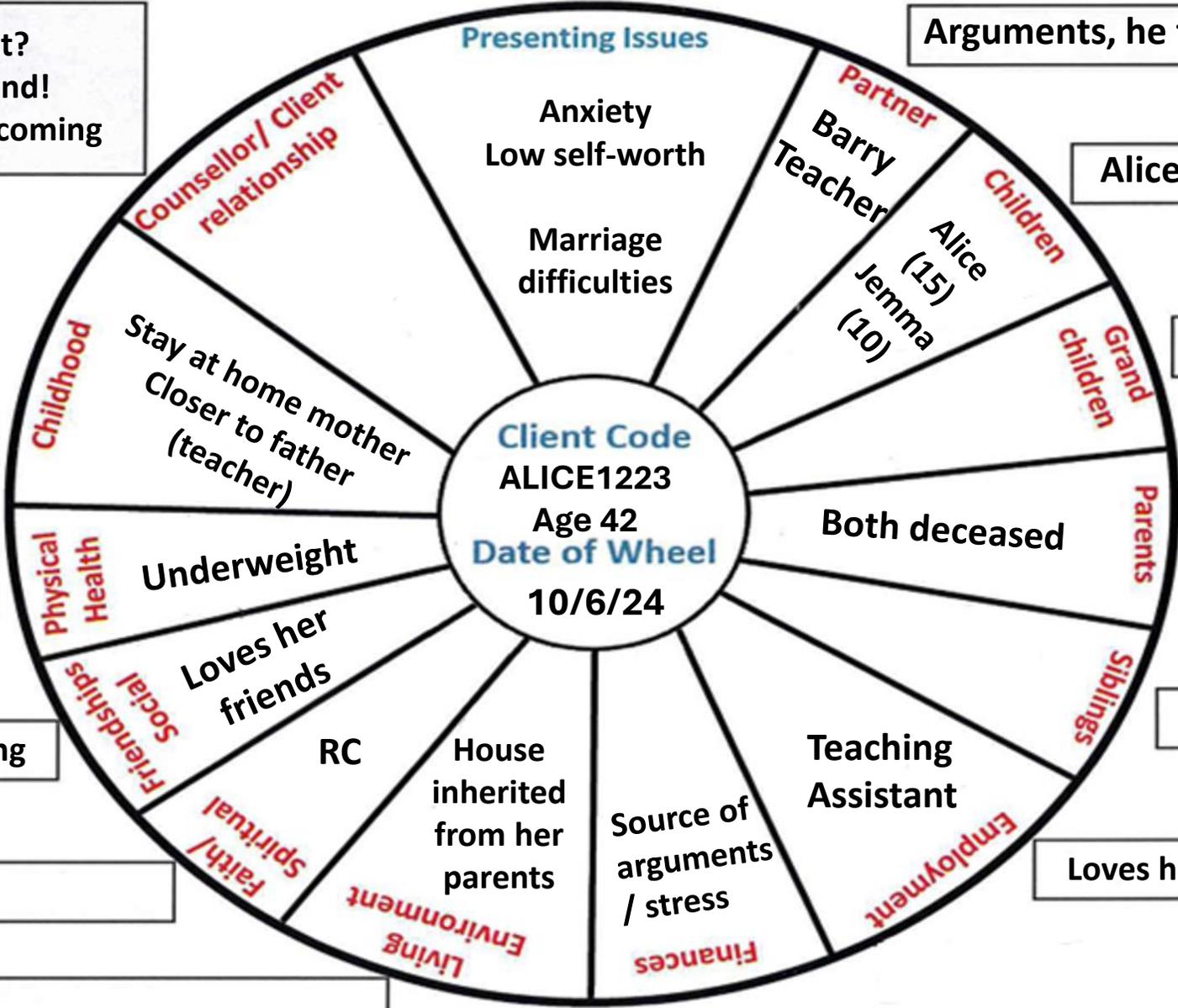
Barry doesn't like her going  
out

Older sister died aged 2

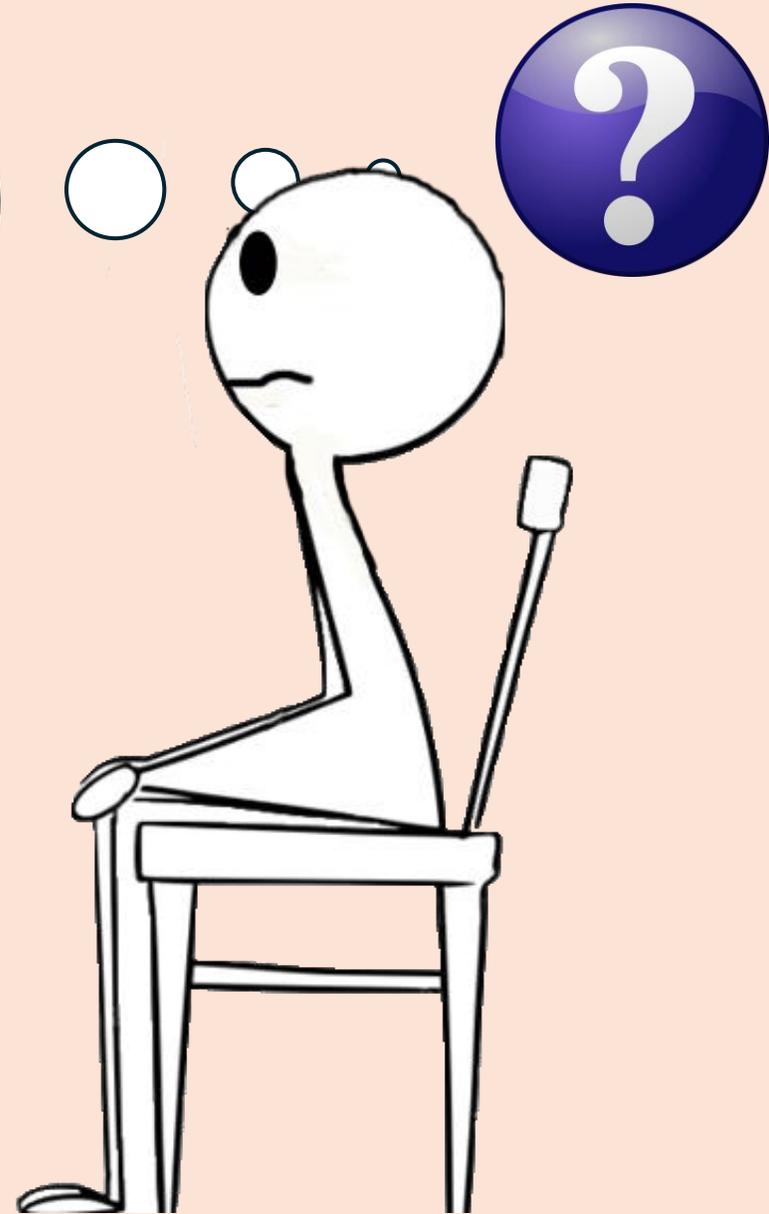
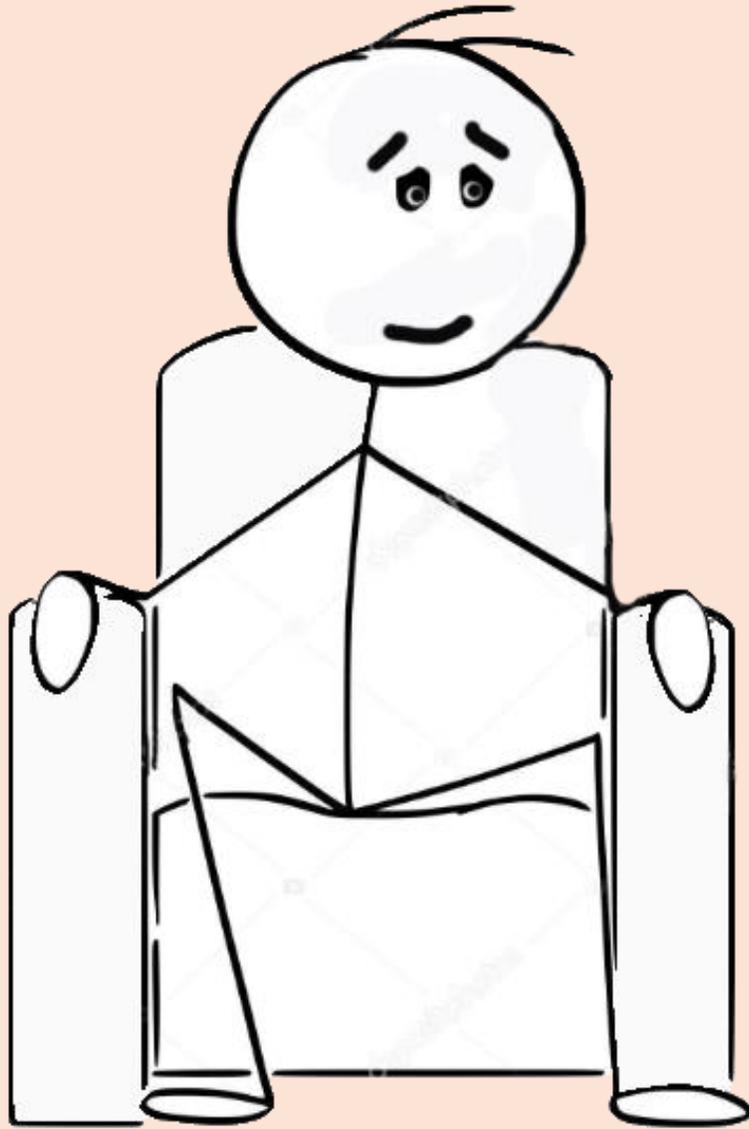
Guilt

Loves her job – husband 'not real job'

Husband resents counselling costs



# ROLE PLAY THE CLIENT



# Buddy Group

## Discussion Ideas

- Share your response to the Live demonstration of 'Role Play the Client'
- Discuss the Record Keeping Wheel – could you use it? Are there any changes you would make?
- Does it conflict with your way of working eg Person Centred?
- Share with one another your thoughts on working with Apprentice level counsellors

**15 minutes**





**TAKE A  
BREAK!**  
**5 minutes**



# THE SKILLED WORKER

## Early Adulthood

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

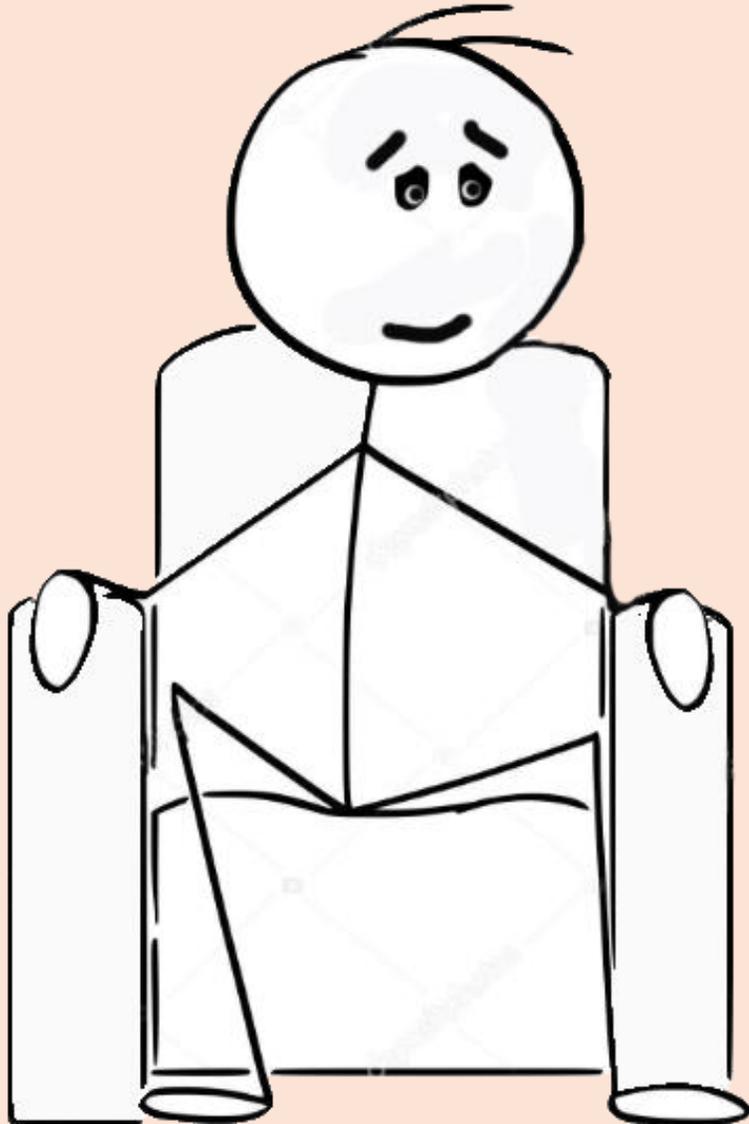
- Increased confidence/insight; fully present but can also 'helicopter'
- More integrative; need support and encouragement
- Focus on the therapeutic alliance

### Poor Supervision:

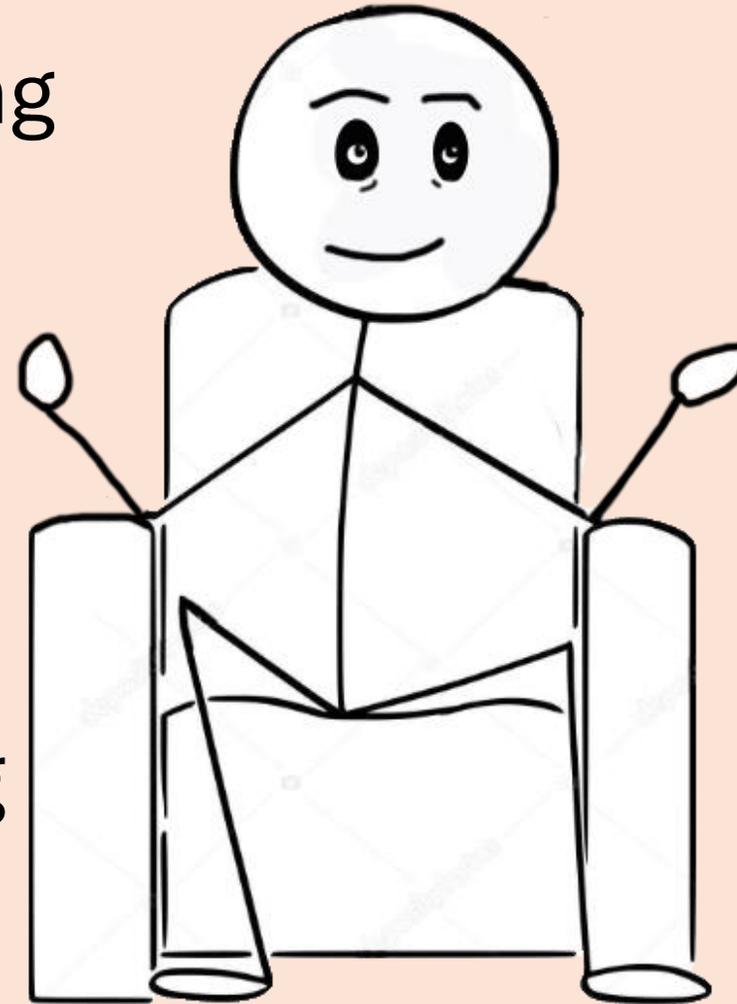
- Too directive, demoralising the supervisee
- Too little challenge may encourage poor habits; too much challenge may result in increased anxiety



# GOOD SUPERVISION



- Model core skills
- Listen
- Check understanding
- Show respect
- Share experience
  
- Encourage growth
- Explore opinions
- Specialisms training
- Time to move on?



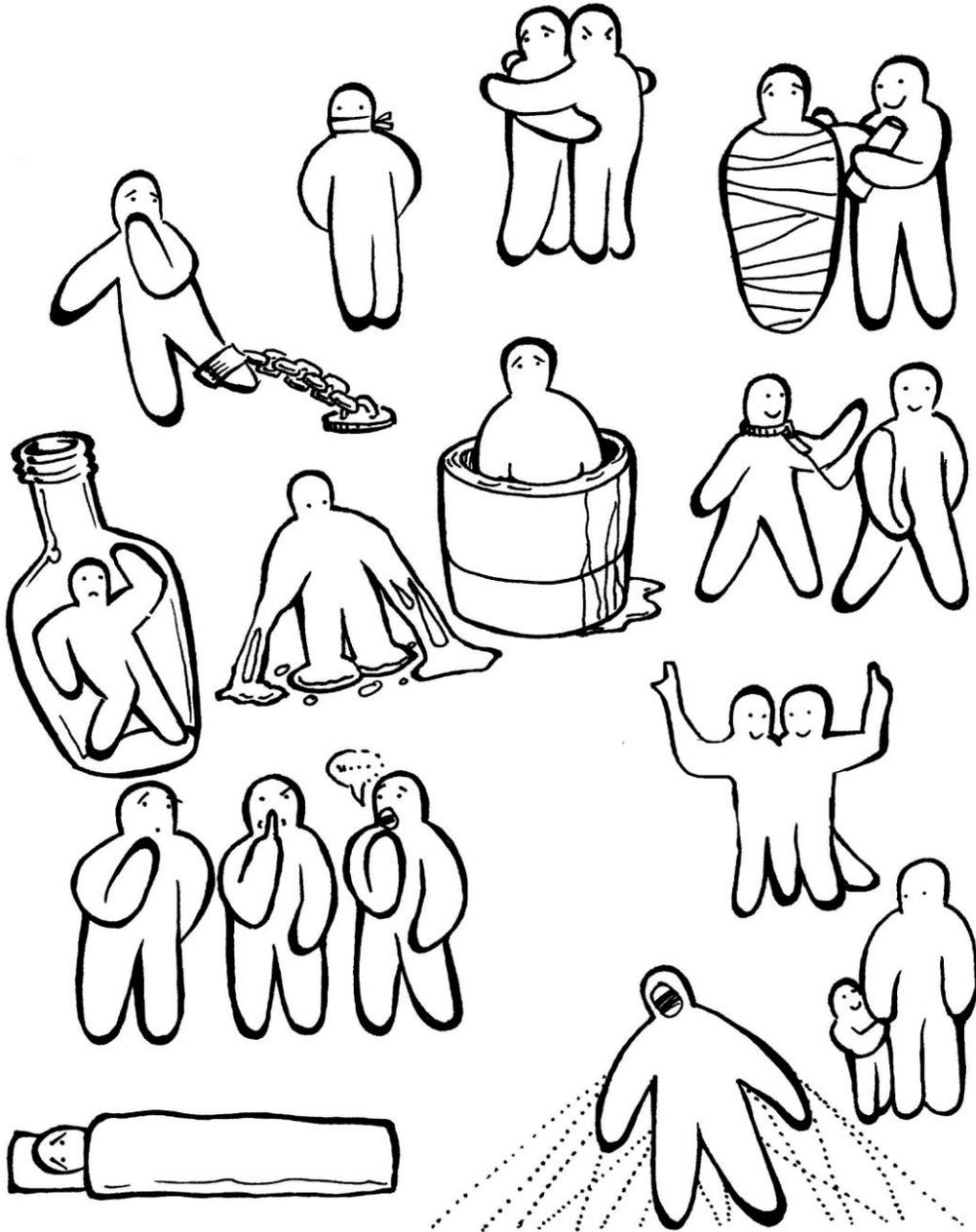


# SUPERVISEE GROWTH



# Using Blobs

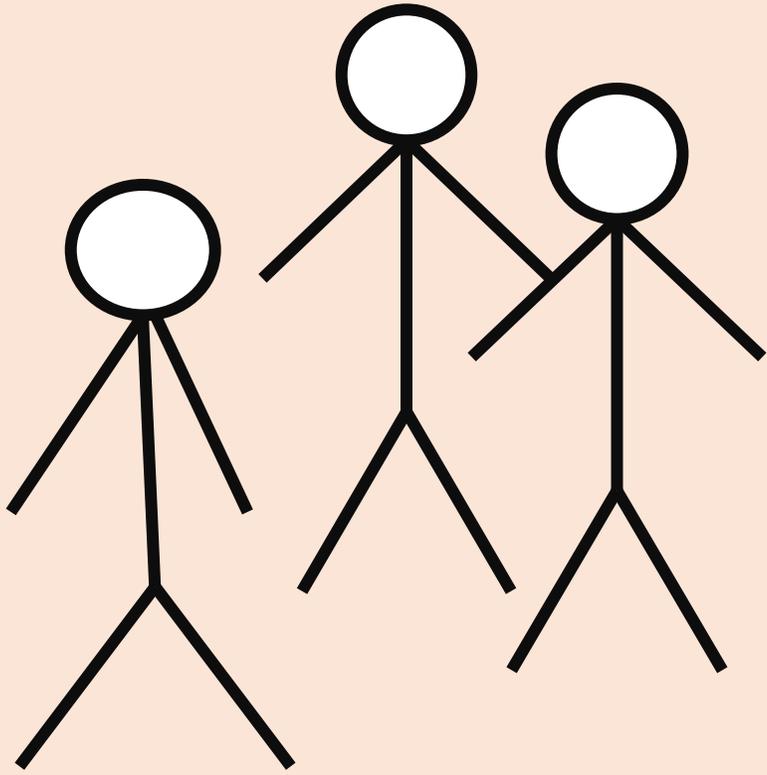
# BLOB BOUND



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 the messages?

# WORKING WITH YOUR DRAWING



*Rage!*  
*Protective*  
*Mother*  
*heart*

# Time for you to draw!



# Buddy Group

## Discussion Ideas

- Share your blob picture with one another!
- Choose one supervisor and one supervisee and work with the picture.
- Share with one another your thoughts on working with more “Skilled Worker” level supervisees

**15 minutes**





**TAKE A  
BREAK!**  
**5 minutes**



**Comments  
Questions**

**Share your Artwork!**



# THE SPECIALIST

## Full Maturity

*Understanding the client and self in context*



# THE SPECIALIST

## 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.**
- **Supervisor may feel threatened by the supervisee who has outgrown them!**



# THE SPECIALIST

## 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

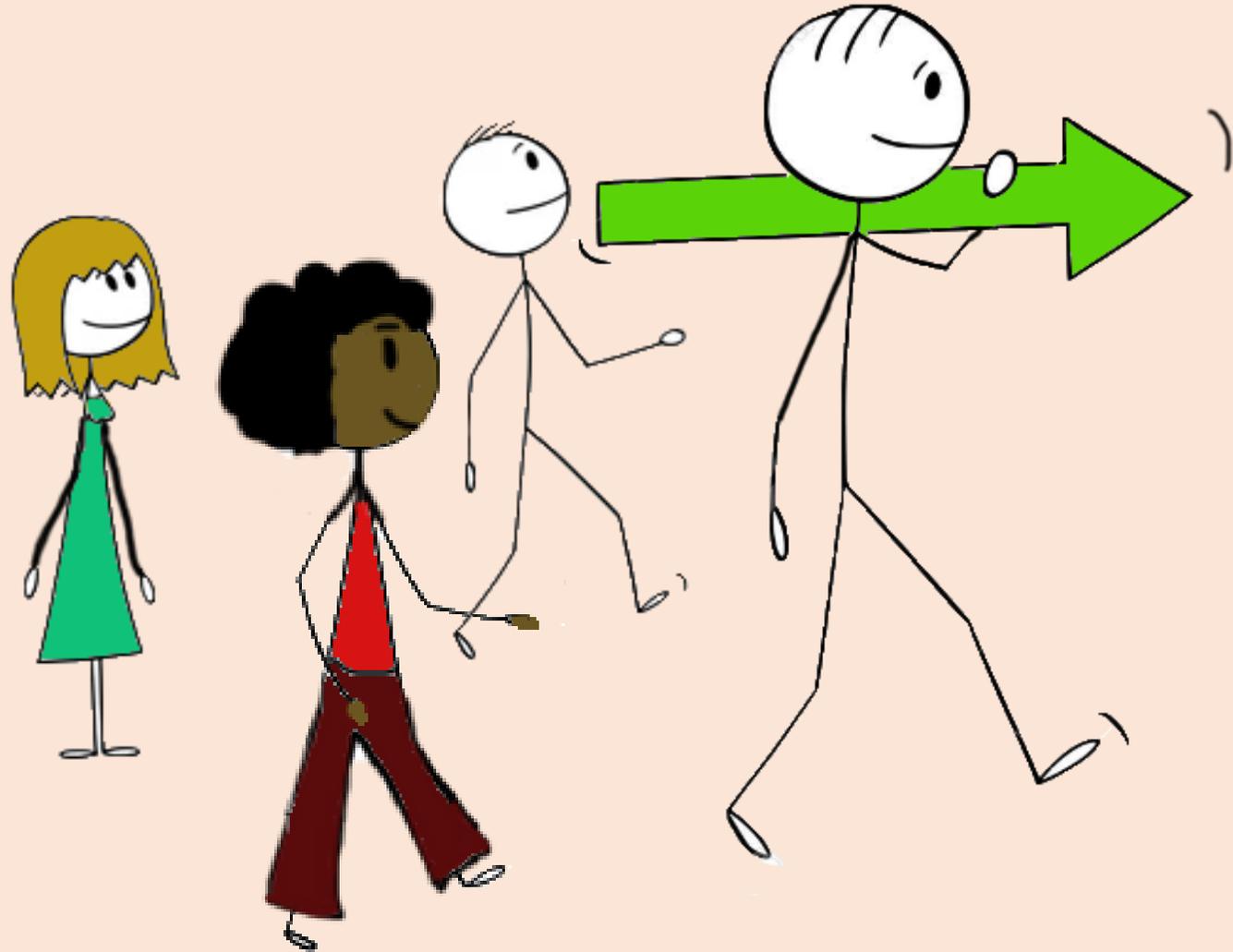
*“... these factors can make a difference to the relationship between counsellor and client, and the process and outcome of counselling. It is suggested that contextual issues have been largely ignored in counselling theory, research and practice, and that increased attention to context has the potential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

# THE SPECIALIST

- Peer Supervision
- Specialist Supervision
- Group Supervision
- Diploma
- Become a Tutor



# 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



**Comments  
Questions**

**Share your Artwork!**



# Final Buddy Group

- Say goodbye
- Share contact details if you wish to

**5 minutes**





# Resources

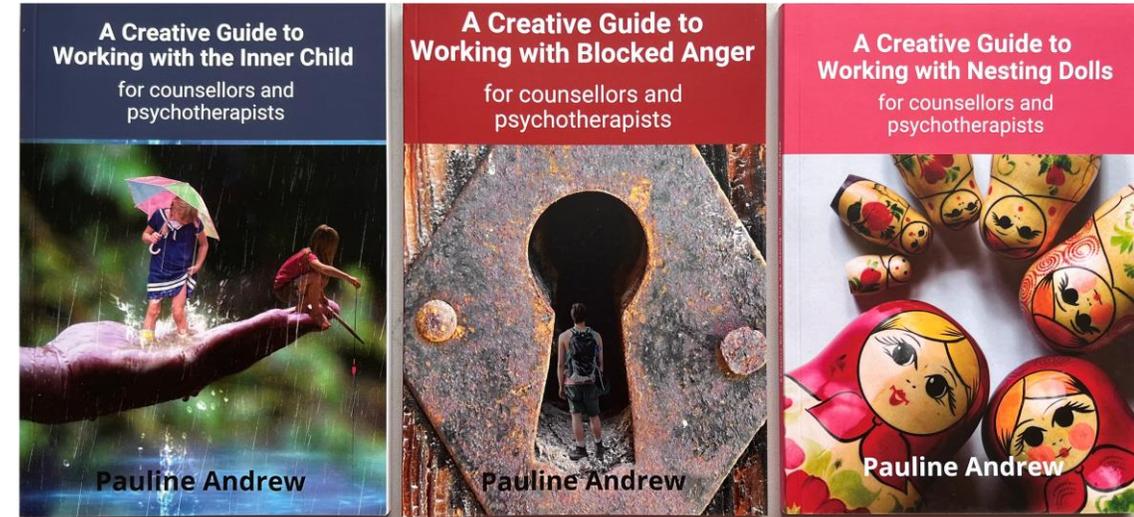
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[PACT-RESOURCES.CO.UK](https://pact-resources.co.uk)

ORIGINAL & CREATIVE  
COUNSELLING RESOURCES

# Cards

# Books



Roles Played in Families  
Extra Set A

£11.50 each  
3 for £32 (save £2.50)  
Also available on Kindle

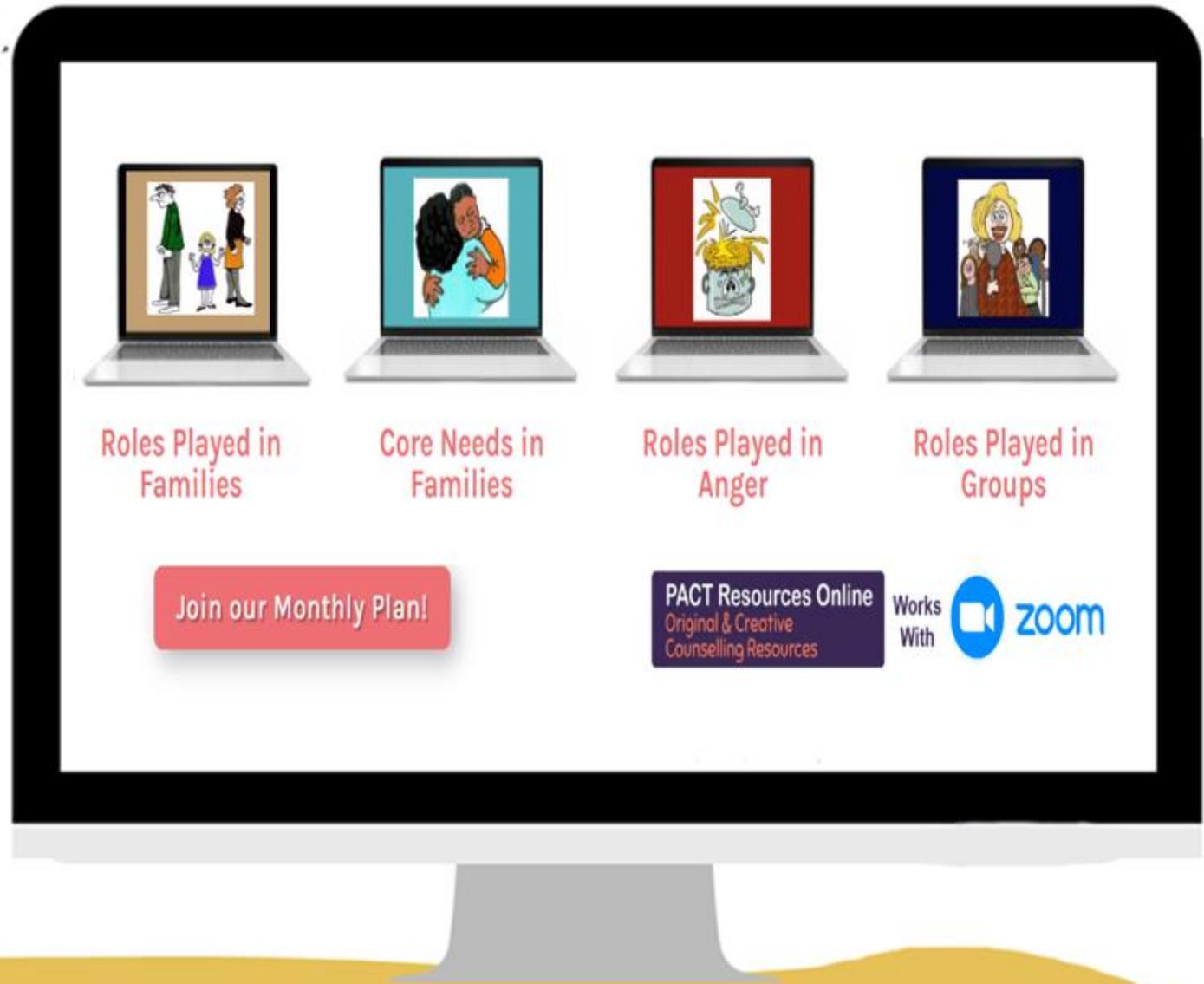
pact-resources.co.uk

# The Wheel of Life and Erikson's Life Stages

## FREE Web Apps!



The 4 sets of cards  
are available as Web  
Apps by paid  
subscription.  
Other apps to  
follow!



[pact-resources-online.co.uk](http://pact-resources-online.co.uk)

The 'In-Out' Model web app is now including in your paid subscription!

'Therapeutic Sandscapes' soon to follow!



[pact-resources-online.co.uk](http://pact-resources-online.co.uk)

# e-Resources



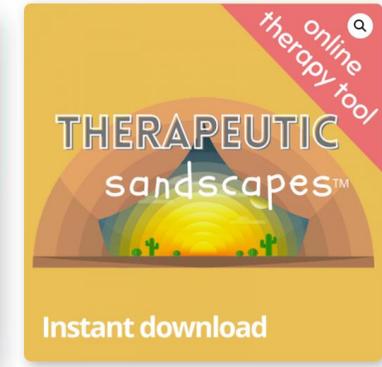
Erikson's Life Stages  
£3.50



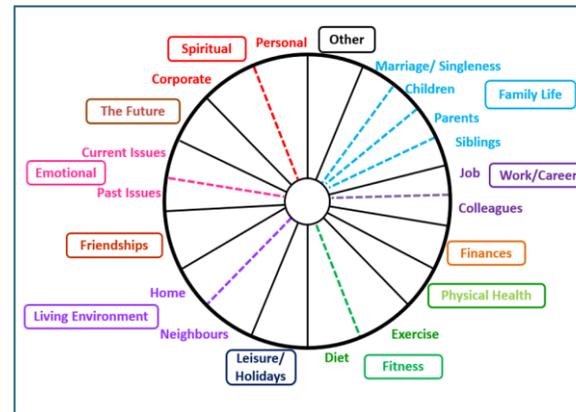
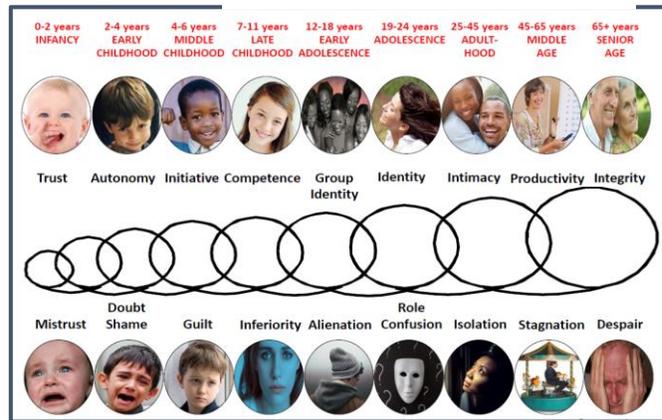
Wheel of Life  
£3.50 – £5.00



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THE SELF

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**When Fathers Wound**  
**Sat 29<sup>th</sup> June**



**The In Womb Journey**  
**Fri 12<sup>th</sup> July**



**Working Creatively  
with Nesting Dolls**  
**Tues 16<sup>th</sup> July**

**9.30am – 1.00pm**

**Prices £10 (limited Bursary places), £20 or £30**

**Catch up video link with all bookings**

**£10 or £20: 7-day link**

**£30: lifetime link**



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*Professional Training for Counsellors*

**deeprelease.org.uk**



# 2024 Annual Counsellors Conference, Residential

A central graphic with a purple background and a teal circular cutout. The cutout shows two women talking at a table with a green tray of food. Text elements include:

27-29 sept

Moor Hall, Berkshire

2024 COUNSELLORS CONFERENCE



Friday 27-Sunday 29 September 2024

# Connect with us

**Search on Facebook:  
'Deep Release Ltd'**

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



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*Professional Training for Counsellors*

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# YouTube

## Search 'Pauline Andrew Creative Counselling'

- Lots of videos on working creatively
- Please subscribe!



## Search 'Brain, Body and Beyond'

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



Please send us  
your feedback!



*Thank you*

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