Paper
A pilot of new supervision training for experienced supervisors “Managing Difficulties in Supervisory Relationships”

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Managing difficulties in supervisory relationships: a pilot of new training for experienced supervisors

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Context of supervisor training

Training Pathway for New Supervisors

NES Training in Generic Supervision Competences For Psychological Therapies

Clinical Psychology Specialist Supervision Module for New Supervisors

Clinical Psychology “Refresher” Module for Experienced Supervisors

Mindfulness Supervision Module

CBT specialist Supervision Module

Interpersonal Therapy Specialist Module

What next?
Managing difficulties in supervision

- One area raised commonly by supervisors was how to manage when difficulties arise in supervision – can often feel isolated.
- One day supervisor training around this topic developed by Ion Wyness (Clinical Tutor), Sally Dewis & Katie Whyte (Local Area Tutors).
- Training uses the lens of attachment/systemic frameworks and the use of experiential exercises in helping supervisors reflect on real life challenges they have experienced within the supervisory relationship.
- Ran initially as pilot and now part of supervisor training.
Attachment and supervision

Secure
Positive Self
Positive Others

Dismissing
Positive Self
Negative Others

Preoccupied
Negative Self
Positive Others

Fearful
Negative Self
Negative Others
Sculpting exercise

- Start with participant presenting the supervisory issue
- As unfolds, identify others involved e.g. trainee, local tutor, clinical tutor, line manager etc and a member of the group takes that role
- As identified ask participant position their chairs to symbolise dynamics e.g. close/far way, facing/turned away, consider the scenario from that role
- Facilitators encourage reflection through questioning
- Participants also ask questions, takes on a life of it’s own
Feedback

From four trainings – 25 supervisors have attended and gathered qualitative feedback from 14 supervisors

Very positive feedback from supervisors

Comments include

“More interactive/family therapy sculpt approach and use of live examples of difficult supervisory relationships was really helpful and particularly successful.”

“Very supportive to hear about stresses from others in what can be a very isolating experience supervising a struggling trainee”

“Being introduced to models to help conceptualise the supervisory relationship were very helpful.”
Reflections and next steps

- Experienced supervisors very much value this type of more reflective and experiential supervisor training, promotes learning and reflection
- Also value the use of an attachment and systemic lens on supervision
- For facilitators essential to create safe environment while maintaining boundaries and considering confidentiality

Next steps
- Develop a manual for the training
- Further training for experienced supervisors
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