Core Supervision Model for Multi Professionals

Clinical supervisor roles and responsibilities

# Supervisor role and responsibilities

* Plan session dates/venue well in advance and ensure communicated to everyone in supervision group
* Structure and monitor time spent on each individual issue, ensuring balance between support, development and empowerment
* Uphold agreed ground rules e.g. punctual start/finish
* Ensure sessions are recorded (dates/names of those who attended)
* Create environment of trust and openness, free from interruptions or external interference
* Challenge defensiveness, lack of commitment
* Support creative thinking and constructive feedback
* Provide teaching and information when appropriate
* Continually develop own skills as a Supervisor
* Adhere to the CS Policy, contract, ground rules and confidentiality and encourage supervisees to do same
* Maintain goal of directing supervisees towards addressing issue at hand and pursuing quality professional practice
* Challenge inappropriate behaviour or values demonstrated within the sessions

# Supervisee role and responsibilities

* Prepare for each session – attend having thought through issue and with suggested solutions
* Observe ‘ground rules’ e.g. punctual start/finish and confidentiality
* Be prepared to listen as well as share
* Be committed to attending for all but emergency situations
* Determine not to be defensive when thoughts, values or behaviour are challenged within group
* Communicate openly, honestly and constructively
* Follow through any agreed actions

# The qualities, skills and characteristics of an effective clinical supervisor

## Skills

* Effective listening skills
* Analytical skills
* Questioning skills
* Able to provide constructive feedback
* Able to empathise
* Observation skills
* Group facilitation skills (if group supervision)
* Able to maintain professional boundaries
* Able to practice ethically and aware of organisational and professional codes of practice.

## Approach to supervision

* Able to adopt a holistic and person-centred approach
* Believer in clinical supervision
* Committed to reflection on practice
* Approaches supervision with a facilitative style
* Understands and can reflect the benefits of supervision

## Experience

* Appropriate skill in clinical practice
* Active listening experience
* Experience as a supervisee
* Has undertaken appropriate clinical supervision

## Qualities

* Open
* Honest and trustworthy
* Good common sense
* Responsible
* Reliable
* Approachable
* Compassionate
* Good self-awareness
* Consistent and dependable
* Congruent
* Warm
* Non defensive
* Good sense of humour