Supporting individuals, teams and organisations

Reflective questions to accompany supervision films

Overview of the films, general questions to accompany films, suggestions how you might use the films and related tools

These films capture snapshots of supervision. They show some scenarios that might occur in supervision or in the supervisory relationship. Some of the films highlight 'traps' you can fall in to. They have been created to use in training or to spark discussion and support learning.

How the films could be used:

> By trainers to discuss different elements of supervision and the supervision relationship

> To develop supervisory skills

> By individuals (supervisors and supervisees) to reflect on practice and how you might do things differently

> For team-based learning

> As a resource to help people give feedback (e.g. preparing for direct observations or to practise giving feedback in general)

> In training, to pick up as a roleplay and look at what might happen next or to practise doing the scenario in a different way

General questions

1. How might you use the films to talk about relationship-based practice?
2. How is power and authority being modelled?
3. As a supervisor, can I recognise anything that I might do in these films that I would change? If so, what might I do next?
4. As a supervisee, do I recognise anything in these films that might be happening in my supervision? If so, how might I go about addressing this?
5. What are the strengths to build on?
6. What are the areas of improvement?
7. Do you notice the voice of adults and carers in these supervision films? If not, what could you do to change this?

General resources to use in conjunction with these films:

> TTSDP Tool 23: Bridging tool (could rehearse feedback based on something triggered by watching a film)

> TTSDP Tool 24: Giving feedback in supervision (watch film(s), then give feedback to supervisor or supervisee). Supported by Podcast: Giving feedback (from Supervision Change Project)

> TTSDP Tool 26: Supervision observation (how might you use this if one of the films was a supervision you were observing?)

> TTSDP Tool 29: Learning and development action plan (you could use this to support any areas highlighted for development in one of the films, for supervisee or supervisor)

> TTSDP Tool 30: Audit of supervision principles (watch one of the films and use as an example to think about how far they meet the supervision principles. You could think more broadly about what action might need to be taken. Once you have practised using the audit tool, you could then apply it to your own / organisation's supervision)

> TTSDP Tool 32: Supervision self-audit (watch one of the films and apply the self-audit as a learning exercise. If there are areas for significant improvement, how would you address them and support improvement?).

> TTSDP Tool 43 Supervision recording (watch one of the films and think about how you might record the content).