

## Tool 39: Building a good relationship

The relationship in supervision works best where it is authoritative. This is where both parties share expertise, relate to each other as adults, and are comfortable with discussing areas of challenge.

What service users want (from a practitioner)	What supervisees want (from their supervisor)
Knows what they're doing	Good working professional knowledge of the field
Can work towards a goal	Skills in coordinating work
Is honest and realistic about what can be achieved	Setting limits and manageable goals
Can recognise progress and pitfalls	Monitoring progress for frontline workers
Can be trusted	Creating a climate of belief and trust

(Earle et al 2017)

This tool helps the supervisor and supervisee to consider how the relationship is working and identify ways to change this if needed.

*You can use this to prepare for a conversation about how things are going or to prepare to raise concerns if you think there are elements of the relationship to work on. You can also use it to consider what needs to go into a supervision agreement or as part of a review of supervision. It may also be useful in supporting discussion about the relationship as part of an appraisal. Appraisals should include the opportunity for workers to feedback on their supervisor.*

The supervisor/ supervisee relationship will ideally be an adult to adult relationship. There will be exchange of expertise. And the supervisor will offer constructive support and questioning to develop practice.

> What are the strengths in our relationship?

> What could be improved?

