

## Tool 26: Supervision observation

Direct observation of supervision allows someone to ‘show me’ rather than ‘tell me’ what they do.

This tool supports observation of a supervisor and discussion about this in their supervision. It is based on the ASYE observation tools by Skills for Care.

*The tool enables supervisors to improve their supervision practice. It supports practice supervisors to consider their supervision practice and to gather feedback on their practice, as part of collecting evidence for the Knowledge and Skills Statement. (Skills for Care are developing an observation tool to support the KSS).*

*Learning from this can also be used by the organisation to understand the impact of supervision (see final page).*

**Name of supervisor** .....

**Name of observer** .....

**Date and setting** .....

**Date for feedback (in supervision)** .....

### Pre-observation discussion

Why have we chosen this supervision to observe?

Any practical considerations for the observation

### Post-observation reflection by supervisor

What happened?

How did it feel?

What did it mean?

What have you learned?

### Post-observation reflection by observer

What happened?

How did it feel?

What did it mean?

What have you learned?

**Post-observation discussion**

Feedback on what happened

Feedback on how it felt

Feedback on what it meant

Feedback on learning

What are the strengths to build on?

What are the areas of improvement?

**Action plan**

What will I do?	What support/information will I need?	How will I measure progress and success?	When?

