

**Reflective Supervision:
Nurturing Professional Growth and Well-being**

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Art of Spiritual Care 2023**

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Philosophy of Reflective Supervision

What is Supervision?

Reflective Supervision is a type of supervision that involves an intentional and safe professional relationship between a supervisor and a supervisee, cultivating a space for transformative conversations, where both the supervisor and the supervisee can learn and grow from each other.

With warmth, positive regard, sensitivity, and authenticity the supervisor assists you to enhance your professional development and practice through a process of deep listening and reflection; supporting you to explore past experiences, navigate current challenges, and envision future goals in relation to your work, and the people you serve.

The aim of reflective supervision is to develop mindful awareness, your reflexive capacity and promote effectiveness in your role, nurturing your commitment to successful outcomes for those you care for, and for the flourishing of professional teams.

Approach

My approach centres in a holistic reflective supervision model, drawing on various influences to support the growth of supervisees in terms of confidence, competence, and creativity. These influences include my advanced training in supervision, extensive experience in clinical pastoral practice and education, and specialised training in mindfulness-based somatic psychotherapy, neurophysics and bio-energetic therapies. This approach is also influenced by my personal journey of professional growth, highlighting the power of my valuable supervision experience over many years.

At its core, the supervisory relationship is built on mutual trust and respect, with a shared understanding of goals and tasks. Cultivating a supportive and safe environment to encourage professional discussions. Acknowledging the strengths and experience of supervisees, providing constructive feedback, and allowing room for deep reflection. Thereby, encouraging supervisees to explore their beliefs, and assumptions in relation to their work, aligning their practice ethically and authentically while understanding their motivations and interactions with clients and the systems they work in.

This journey of growth involves fostering self-awareness, self-compassion, and curiosity. I offer attuned listening, practical guidance, resources, and tools to enhance practice and exemplify the skill of paying attention in present moment experience.

Reflective practice, in my view, expands consciousness in both professional roles and personal growth, leading to a robust identity as dedicated professionals, and embodied persons. Customised and personalised supervision promotes resilience and well-being,

helping you to understand your responses to stress, and manage emotions to prevent burnout.

Utilising mindfulness as a guiding principle and therapeutic resource, we notice the body's wisdom beyond words. I support supervisees in exploring this wisdom for meaningful insights and transformation, integrating a mindful, body-oriented approach to self-understanding within their professional role. I also advocate for holding an experimental attitude, creativity, and non-violence in supervision.

Supervision is a co-creative process, where both supervisor and supervisee contribute to learning. Collaboration enables the construction of meaning and solutions for work-related challenges. This approach also supports trauma-informed and culturally responsive work, recognising the impact of trauma and culture on both parties and promoting empathy, and mutual understanding.

Preparation and reflection ground the work before each session, and it is the responsibility of the supervisee to bring a range of supervisory scenarios and challenges to supervision, including addressing any trauma through debriefing for the well-being of the practitioner.

Certain challenges require careful attention, such as distinguishing between supervision and therapy, resolving conflicts within supervision, and facilitating positive transitions to new supervisory relationships when needed. The connection between supervisor and supervisee aims for safety and maturation in physical, mental, emotional, social, spiritual, and professional well-being. This sense of wholeness, not perfection, ultimately improves the quality of service and client satisfaction.

Reflective Supervision, as guided by my approach, supports growth, transformation, and professional effectiveness. The blend of influences, the supportive connection between us, and the commitment to wholeness for the client, contributes to a paradigm that nurtures individuals and enhances the collective caregiving experience and career fulfillment.

Offerings are available for:

- Individuals working in spiritual and pastoral caregiving, healthcare, allied health, wellness provision and education.
- Small group supervision for strengthening teamwork, professional competency, and improved client outcomes.

Of interest, I hold a special curiosity for non-therapeutic agreement roles, professional burnout safeguarding, somatic-informed spiritual care, perinatal care, the oncology treatment journey and palliative care, and polyvagal theory applied to education settings. I am committed to my own supervision and continuing professional education in Mindbody approaches.

APPENDIX A: CLIENT CONTRACT FOR REFLECTIVE SUPERVISION

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This is a client contract between Natalie Kay, [the supervisor], and

_____ [the supervisee],

for the purpose of providing reflective supervision.

Beginning on ____/____/____, with review or ending on ____/____/____.

We both:

- are members of professional associations
- abide by our Code of Ethics and Practice
- have indemnity insurance for our work.

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[See Philosophy of Reflective Supervision]

Purpose and Objectives

The purpose of reflective supervision is to support professional development, enhance professional skills and competence, and ensure the quality and safety of professional practice.

The objectives of reflective supervision are to:

- Provide a safe and confidential space for the supervisee to reflect on their work experiences, challenges, and achievements by way of establishing a trusting relationship between the supervisor and the supervisee.

- Be emotionally present and attentive to the supervisee's thoughts, feelings, and values.
- Facilitate the supervisee's self-awareness, self-care, and resilience.
- Promote the supervisee's learning, growth, and integration of theory relative to their scope of practice.
- Strengthen the supervisee's relationship with their clients, colleagues, and organisation.
- Foster the supervisee's ethical decision-making and adherence to professional standards.

Frequency, Duration, Mode, and Location

The reflective supervision sessions will be held for 60 minutes, on a regular basis, at least once every: month fortnight week.

The mode of supervision will be: face-to-face online

The location of supervision will be at the agreed venue of _____

The cost of individuals sessions have been agreed at \$150 to be paid via _____ and by _____.

Methods and Models

This reflective supervision will be tailored to the supervisee's needs, preferences, and goals via a learning partnership with the primary focus of bringing the skills, knowledge, and professional maturity of one person (supervisor) to facilitate the learning of another person (supervisee) within the domain of the latter's workplace experience.

Natalie Kay does not necessarily claim specialised expertise in the context of each supervisee's workplace and profession, but utilises her own training, knowledge, and experience to support professional development, with a focus on these key areas:

- **Reflective practice:** facilitating the supervisee's exploration and understanding of their thoughts, feelings, actions, and outcomes through questions, feedback, dialogue, and journaling. This can help to gain clarity, perspective, and insight into practice and personhood.
- **Mindfulness-based approaches:** supporting the supervisee's cultivation of awareness of the present moment with openness, curiosity, and acceptance. This can help reduce stress, enhance well-being, and foster compassion for self and others.
- **Integrative approaches:** drawing from various theoretical frameworks and evidence-based practices to inform the supervisee's professional work. This can help broaden knowledge, skills, and competence in different areas of practice.
- **Somatic awareness:** helping the supervisee to become aware of their body sensations, movements, and expressions as sources of information and insight. This

can help to develop a deeper connection with the whole self, nourish the nervous system, and ground in the present moment experience.

- **Spirituality:** integrating spirituality into the supervision process can enhance trust and rapport between supervisors and supervisee. Shared spiritual values and beliefs can create a foundation for open dialogue, promoting honest feedback and reflection. Likewise, recognising difference , including 'no faith at all,' or 'spiritual not religious,' with respect and understanding can build bridges emotionally that would otherwise not exist.

Expectations and Responsibilities

Both parties agree to:

- Respect each other's professional roles, boundaries, values, and diversity and work within their code of ethics
- Communicate honestly, respectfully, and constructively.
- Prepare for each session by reviewing relevant cases or issues, bring journals or reflective materials.
- Attend each session on time and notify each other in advance if unable to attend within 48hrs for non-attendance.
- Maintain confidentiality of all information shared during the supervision sessions.
- Document the main points and outcomes of each session either by hand, digital or recording.
- Evaluate the effectiveness and satisfaction of the supervision process periodically. Feedback forms provided.
- Seek additional support or guidance if needed and inform supervisor.
- Read the Natalie's [supervisor] professional website and understand her education, training, and professional experience relative to supervisees needs.

Consent for Recording

Supervision sessions (audio or video)are recorded for training or review purposes.

- I give permission for audio/ visual recording of supervision sessions. **YES NO**
- I wish to record sessions on my own device and will inform the supervisor **YES NO**

Conflict Resolution

If any issues or conflicts arise during the supervision process, both parties agree to:

- Address them as soon as possible in a respectful and collaborative manner.
- Seek feedback from each other and acknowledge different perspectives.
- Identify the root causes and possible solutions for the issues or conflicts.
- Implement the agreed solutions and monitor the progress.
- Seek external assistance or mediation if unable to resolve the issues or conflicts.

Termination

The clinical reflective supervision will end when:

- The agreed objectives have been met or revised.
- The agreed duration or number of sessions have been completed.
- Either party decides to terminate the supervision for any reason

In any case of termination, both parties agree to:

- Notify each other in writing at least 7 days in advance of booked appointment. .
- Provide feedback and appreciation for each other's work, digital form to be provided.
- Complete any outstanding tasks or documentation related to the supervision.

Supervision goals (supervisee): *e.g., Case Studies, experience, frameworks, therapeutic lens etc...*

1.

2.

3.

Re-negotiation of Contract: At any time either party (supervisor and/or supervisee) can initiate discussion around re-negotiation of the contract or any part of it, including reports or review. This will be done in advance so that there is preparatory time available.

Signatures

By signing this contract, both parties acknowledge that they have read, understood, and agreed to the terms and conditions of this contract.

Supervisor: Natalie Kay

Signature: _____ Date: _____

Supervisee: _____

Signature: _____ Date: _____

**APPENDIX B:
CLIENT FEEDBACK TOOL FOR REFLECTIVE SUPERVISION**

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Do you have an agreed supervision contract with your supervisor? Yes No

Are your supervision goals and objectives being met? Yes No

In what way are / aren't these goals and objectives being met?

What are the most useful aspects of your supervision?

What expectations are not met from your supervision?

Do you have any additional comments about your supervision?