

Reflective Supervision: Some guiding questions

The following questions are provided as a guide for the supervisor wanting to encourage supervisee critical self reflection. Helping the supervisee explore their understanding of the clinical situation and using their frame of reference, hands responsibility of learning to the supervisee. These questions can be easily used by a supervisor prepared to work with the supervisee in their self discovery journey. Even a novice psychologist should be encouraged to engage in critical analysis and incorporate reflection in their actions.

1. Choose a clinical encounter where you experienced some discomfort/were unsure of your responses/didn't go as well as you hoped.
2. Encourage the supervisee to think about the situation.
 - What were you trying to achieve?
 - Why did you intervene in that way?
 - How did you feel about the experience?
 - What do you think the client/other person was feeling/thinking/wanting?
3. Develop critical assessment of the psychologist's assumptive world view.
 - How do you make sense of this situation?
 - What do you base your understanding on (theory)?
 - What are your hypotheses?
4. Encourage in-depth analysis and critical self reflection.
 - How do you compare this clinical encounter to other situations you have experienced?
 - What sources of knowledge or experience did you draw from to help you to deal with the situation?
 - What lens/framework are you using to consider this clinical encounter?
 - Could there be another explanation that you might not have considered in this instance?
 - Where do you draw your ideas from (theoretical and practical framework)?
 - What more information do you need (from client/family/ referee)?
 - How might you get and use this new information?
 - What influences your reaction to this encounter?
 - How would you like the situation to be different in the future?
5. Apply new learning.
 - Think about how you would like to do things differently next time. What are your choices?
 - What steps do you need to take to facilitate change?
 - How has this experience changed your ways of knowing?
 - How can you use self-reflection between supervision sessions to help you?
 - What new knowledge/skills do you need? Where might you acquire this knowledge/skills?
6. Reviewing
 - What worked? What didn't?
 - How has your self-awareness altered in light of this discussion?
 - How have you integrated new learning and new frameworks of thinking about the situation that will foster personal and professional growth?