

Supervision metacompetences

Adapting process and content of supervision

An ability to match the process and content of supervision to the supervisee's stage of development

An ability to identify gaps in knowledge and skills and to identify the best learning strategies for managing these

An ability to use professional judgment to monitor the supervisee's learning and emotional needs as these relate to client work and to any organisational issues

an ability to balance attention to process issues with the need to advance the supervisee's learning and clinical practice

An ability to use professional judgment in order to balance the need to ensure that the supervision agenda is comprehensive in its coverage against the need to be responsive to current and specific supervisee needs

An ability to use professional judgment to decide whether and how to adapt supervision in response to supervisee feedback

Giving feedback

An ability to balance positive and negative feedback

an ability to prioritise areas for feedback (i.e. which areas to discuss and which to hold in mind for later sessions) with a view to sustaining the supervisee's capacity to learn from feedback

Managing concerns about the supervisee's ability to use supervision

An ability to use professional judgment to identify when obstacles to supervision are sufficient to warrant explicit discussion with the supervisee

Managing serious concerns about practice

An ability to use professional judgment to take appropriate action when the supervisee's clinical practice raises serious concerns

an ability to identify and manage any adverse impacts of such actions on the supervisory relationship

An ability to balance a focus on the supervisee's educational development with an obligation to identify and prevent practice which could be harmful or unhelpful to clients

Low intensity supervision

An ability to undertake supervision of low-intensity work in a manner which recognises and values:

the integrity of this approach (i.e. as an effective intervention in its own right, and not merely as a precursor to more intensive therapy)

the distinctive role and contribution of the low intensity worker