WHAT IS SUPERVISION?

Jill Mowbray
November 2017

FtS session 2
Purpose of this session is to explore:

• an **understanding** of supervision in the Diocese of Chelmsford
• your own **experience** of supervision
• a **model of supervision for colleagues** you work with
Some resources

- Lifelong Learning by Frances Ward
- Skills for Collaborative Ministry by Sally Nash, Jo Pimlott, and Paul Nash
- Supporting New Ministers in the Local Church by Keith Lamdin and David Tilley
- Pastoral Supervision: A Handbook by Jane Leach and Michael Paterson
- Theological Reflection: Methods by Elaine Graham, Heather Walton, and Frances Ward
Diocese of Chelmsford

“Supervision is a structured process of reflective learning in which a supervisor meets with a supervisee to develop and support learning skills, understanding, and good practice.

It will take place within a framework of spiritual understanding and prayer, care, trust, and openness.”
Good supervision - space for what?

- To be ourselves
- To dream dreams and reconnect with our vocation
- To admit tiredness, weakness, failure, disillusion, ambition, hope, confusion
- To be heard and have our work valued
- To be challenged
- To examine the gap between our intentions and our practice
- To allow God to work through us by honest interaction with one another
Some models of supervision

**Work evaluation** – Supervisor controls, sets agenda

**Instructor** – supervisor determines learning needs of supervisee

**Apprentice** – supervisee learns from supervisor who models skills, etc

**Training** – supervisor creates environment for growth & development

Some models of supervision

**Resource** – supervisor available if needed, little direction given

**Consultative** – supervisor facilitates learning, offers support as needed

**Spiritual guide** – supervisor focuses on theological reflection, looking for meaning in supervisee’s learning experiences

Some metaphors of supervision

Shelter  Sustainer
Encourager  Builder
Interpreter  Process analyser
Healer  Coach
Oracle  Confessor
Dream-holder  Confidant
Safety-net  Liberator
Affirmer  Bread-giver
Absolver  Comforter
Some theology and supervision

Not a term in the Bible, but....

Examples of “supervisory relationships” in Scripture? – OT & NT and early church ordering

Modelled in “one-another” mutuality of NT?

• “Love.. serve .. pray for .. be at peace with .. one-another”
*Handout – some definitions of supervision

Do these add anything? You might want to underline any key words.
Different types of supervision and kinds of relationships.

- Which colleagues/lay leaders might you be supporting/supervising?
- What will vary in each relationship?
- Draw out your own key relationships.
With those you work with –

When are you giving information?
- guidance?
- encouragement, affirmation?

When are you giving feedback?

How do you give helpful feedback?
Giving Good Feedback

- ACAS, Having Difficult Conversations, 
  https://www.youtube.com/watch?v=KpS8P4Trdqc

- Brene Brown, on Empathy 
  https://www.youtube.com/watch?v=1Evwgu369Jw

- Suzanne Madsen 
  https://www.youtube.com/watch?v=L8Mh3bikqS4

- How to use others' feedback to learn and grow, Sheila Heen 
  https://www.youtube.com/watch?v=FQNbaKkYk_Q
The three-legged stool of Supervision
The 3 dimensions of Supervision

- **Formative**: aiding the supervisee’s growth and development

- **Restorative**: supporting them personally and pastorally

- **Normative**: setting out legal framework, the policies of the organisation, and the standards expected
Formative – a supervisor helps form the supervisee’s work through:

- Guidance on how to interpret or handle situations
- Teaching about aspects of the work
- Developing their skills
- Helping them develop self-awareness (reflexive)
- Introducing new areas of knowledge/ suggesting reading
- Enabling different perspectives or ways of tackling things (reflective)
- Encouraging growth and change
- Rehearsing new strategies or roles
Restorative - a supervisor supports the supervisee through:

- Active listening
- Encouragement
- Feedback
- Opportunity for discharging feelings
- Helping them to connect with their vision/sense of vocation
- Helping them recover parts of the self that have got lost in the work
- Recharging energies
- Sharing ideas and creative experiment
Normative – a supervisor deals with managerial issues and boundaries

- Is the supervisee safe to work with others or do I need to intervene?
- Are there issues of competency to address?
- What policies and procedures does the supervisee need to work to?
- What codes of ethics are relevant and are they being adhered to?
- Are the boundaries of our work clearly set out?
- Am I sticking to these boundaries?
- Am I able to challenge my supervisee if they stray from them?
Normative, Formative, Restorative

Small Groups: discuss in 3s

In Supervision, which of these 3 legs do you most naturally work with?

Which will require the most effort from you?
Questions and comments......