



Practice Tool

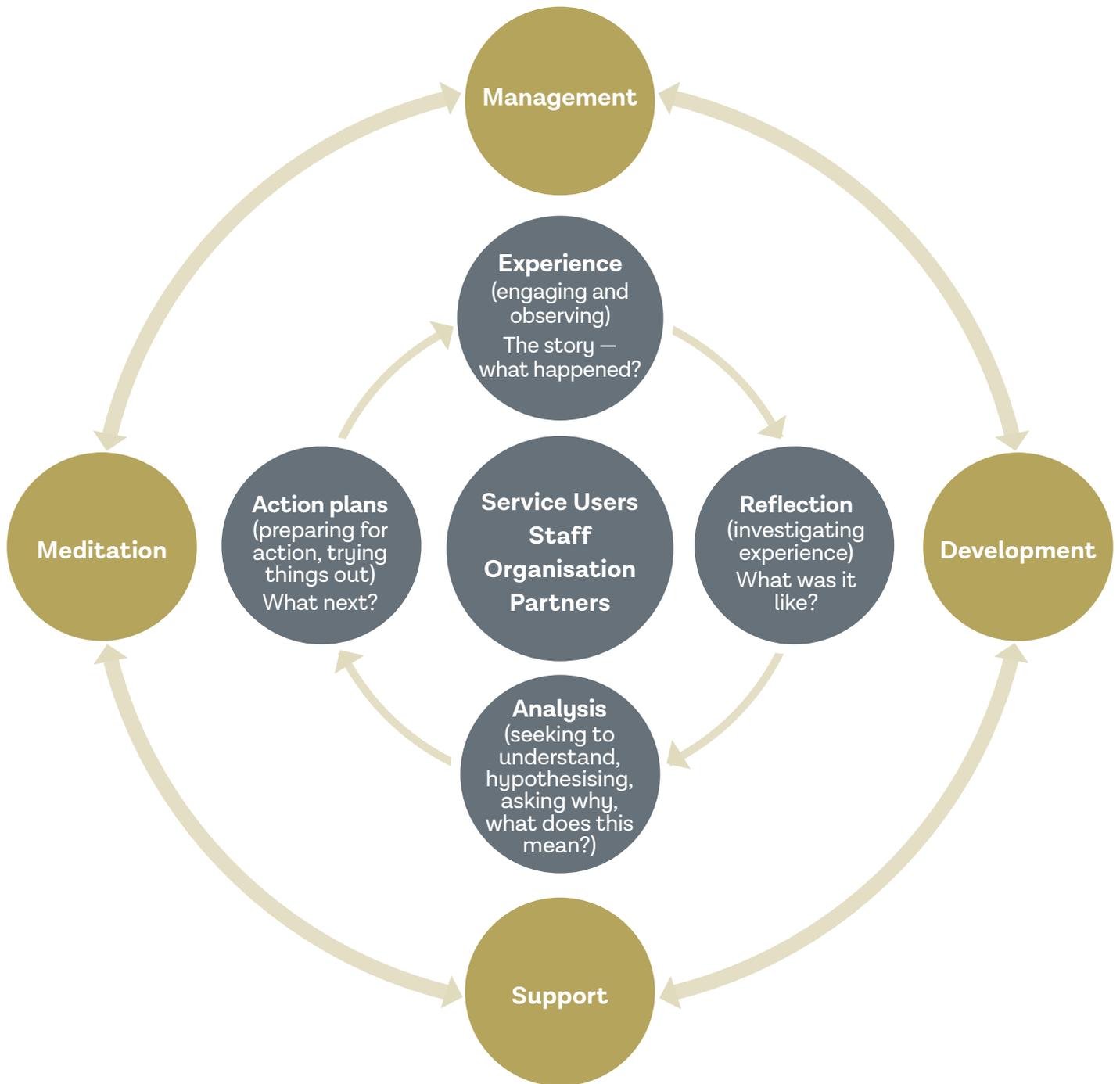
Questions around the reflective supervision cycle

The integrated model of supervision focuses our attention on three areas that are part of the supervision process:

1. **Role and functions of supervision – What is supervision for?**
2. **The reflective supervision cycle – How can supervision discussions be reflective?**
3. **Stakeholders – Whose needs does supervision meet?**

Each of the three areas (points 1-3 above) are made up of four elements (which is why it is often called the 4 x 4 x 4 model).

The integrated model of supervision



We are now going to turn our attention to the middle layer of the integrated model of supervision and think about why reflection is so important in supervision.

This is known as the reflective supervision cycle. It is made up of four elements:

1. Experience
2. Reflection
3. Analysis
4. Plan and actions.

The reflective supervision cycle can support practice supervisors to think about the questions they want to ask in supervision, how they ask them, and how these questions can support reflection.

Questions that focus on experience

1. What was your aim? What planning did you do?
2. What happened leading up to this?
3. What did you expect to happen?
4. What reactions did you notice to what you said and did?
5. What were the key moments that stood out to you?
6. What surprised or puzzled you?
7. Did you do anything differently from what you had planned?
What changes or choices did you make?
8. If anyone else was there, what did they think about what happened?
9. What did you say and do?
10. What do other professionals think?

Questions that focus on reflection

1. What feelings did you bring with you on the day?
2. What is your gut feeling about what happened?
3. Can you describe the range of feelings you had at the time?
4. What did the incident / event / interview / visit / your feelings / this person remind you of?
5. What previous work, processes, skills, knowledge are relevant here?
6. Have you encountered anything similar?
7. What assumptions might you be making? How might differences or similarities between you and other people influence this?
8. Does this situation challenge you in any way? Why?
9. When did you feel most or least comfortable?
10. What was left unfinished?

Questions that focus on analysis

1. How do you think people who draw on care and support feel about what happened? What do they want to happen now?
2. How do you explain or understand what happened?
3. How does this confirm or challenge your previous understanding or explanations about the situation?
4. What new information emerged?
5. What might help you make sense of what happened? (e.g. knowledge, theory, training, research, policy, or values)
6. How else might you have managed this?
7. What needs, risks or strengths do you see in this situation?
8. What is unknown?
9. What conclusions are you drawing from this?
10. What would this organisation want us to do?

Questions that focus on action plans

1. Based on our discussion, can you summarise where things are at, and what needs to be done next?
2. What information needs to be obtained from others now?
3. What are your aims in the next phase of work?
4. What is urgent and essential?
5. What would be desirable?
6. How can we ensure that we collaborate with people who draw on care and support?
7. What would be a successful outcome from the perspective of people who draw on care and support / other key agencies?
8. What are the possible best or worst responses from everyone involved?
9. What contingency plans do you need? What is the bottom line? Where do you feel confident?
10. How can you prepare for the next step?

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