

REFLECTIVE ELEMENTS

Qualities of a Reflective Supervisor

- Compassionate
- Self-reflective
- Provides a safe and confidential environment
- Listens carefully all the time
- Can say “I don’t know”
- Sense of humility
- Cares for others

Supervisor during Reflective Supervision

- Remains attentive to supervisee
- Self-aware
- Observes skillfully
- Remains engaged
- Curious and open-minded
- Thoughtful
- Minimizes distractions during the session

Mutual Behaviors and Qualities

- Exhibit mutual respect
- A safe/confidential relationship is maintained
- Mutual respect for professionalism
- Both parties are dependable participants
- Mutual openness/honesty is observed
- Both parties remain thoughtful and mindful

Structure of Reflective Supervision

- Conducted in a private, quiet space
- Be regularly and consistently scheduled

Process of Reflective Supervision Session

- Environment encourages continuous learning and improvement
- Includes open-ended questions from supervisor
- Encourages deeper thinking and exploration

Supervisee in Reflective Supervision

- Holds a non-defensive stance
- Has realistic expectations of benefits
- Ability to ask for help
- Enjoys and willing to partake in collaboration
- Introspective and self-aware
- Open to suggestions and input from supervisor
- Curious