

Reflective Supervision:  
What is it  
and  
Why is it Important?

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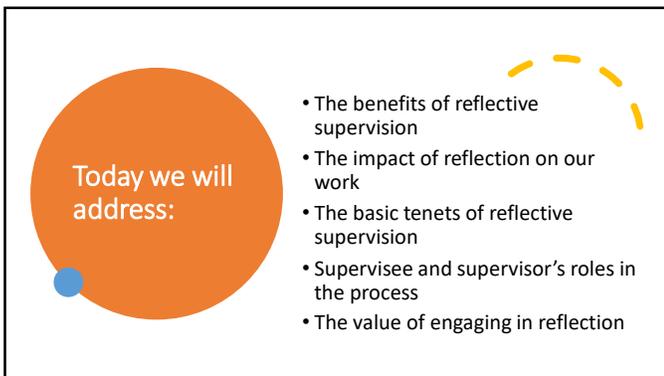
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Today we will address:

- The benefits of reflective supervision
- The impact of reflection on our work
- The basic tenets of reflective supervision
- Supervisee and supervisor's roles in the process
- The value of engaging in reflection

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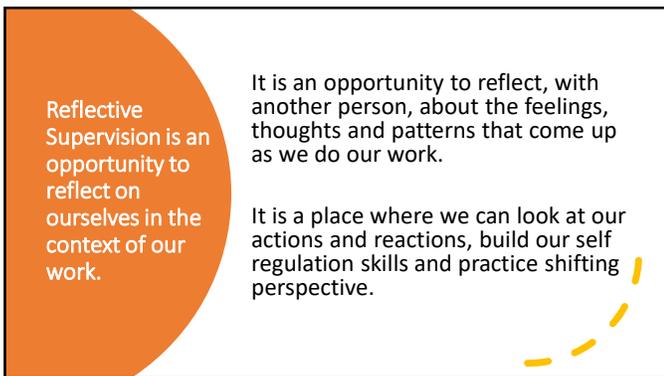
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Reflective Supervision is an opportunity to reflect on ourselves in the context of our work.

It is an opportunity to reflect, with another person, about the feelings, thoughts and patterns that come up as we do our work.

It is a place where we can look at our actions and reactions, build our self regulation skills and practice shifting perspective.

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“Reflective supervision is a relationship for learning where strengths are supported and vulnerabilities are partnered.”

(Gilkerson & Shahmoon-Shanok, 2000, p. 48)

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- Reflective supervision is a process and relationship that is co-created over time.
- Reflective supervision provides an invaluable space for early intervention providers to think more deeply about their own responses and about the perspectives of the infants, toddlers and family members they work with.
- In this process, we intentionally slow down to look at our own reactions, feelings and thoughts that come up in the context of our work.

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**In reflective supervision we...**

- Recognize and celebrate our own strengths
- Identify practices that are challenging
- Practice staying open and curious
- Engage in discussions that help us see more clearly

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Reflective Capacity

The ability to understand, interpret, and make meaning of behavior (our own and others') by tuning in to the possible thoughts, feelings, and motivations behind behavior.



• Reflective Supervision: A Guide 2018

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When we engage in the process of reflective supervision, which is the process of examining, with someone else, the thoughts, feelings, actions and reactions evoked in the course of our work, it assures quality work, replenishes the reserves needed to do our work, and can reduce stress and burnout. Reflective supervision can help us to feel seen, heard, and valued.

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Since we are a part of all the relationships we are in, it is vital to understand what we bring to our work.

Engaging in reflective practice allows us to slow down and deconstruct our experiences to better understand a situation, an interaction or an experience.

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It is essential to recognize how our own **past experiences**, **values**, **cultural background**, and **beliefs** affect how we interpret situations. We bring who we are to all our interactions.

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“We do not see things as they are. We see things as we are.”

~ Talmud

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Reflective Supervision vs Administrative Supervision



Bossy!  
I just have Better ideas.

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<p><b>Reflective Supervision:</b> Collaborative relationship</p> <ul style="list-style-type: none"> <li>• Mutually held power – derived from both knowledge and experience.             <ul style="list-style-type: none"> <li>• Open and curious</li> </ul> </li> <li>• Mutual inquiry and discovery             <ul style="list-style-type: none"> <li>• Clear, mutual expectations                 <ul style="list-style-type: none"> <li>• Reciprocal</li> </ul> </li> </ul> </li> </ul>	<p><b>Administrative Supervision:</b> Directive relationship</p> <ul style="list-style-type: none"> <li>• Didactic process used to pass on information and requirements of job based on programmatic needs</li> <li>• Expectations defined solely on basis of programmatic needs.             <ul style="list-style-type: none"> <li>• Less reciprocal</li> <li>• Evaluative</li> </ul> </li> </ul>
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Holding Space

Holding space is a conscious, intentional act of being present, open, allowing, and protective of what another person needs in the moment.

It is both the process of creating the feeling of being “held” in another’s mind and heart, and the sense of safety while in this “emotional space” with another person.

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Essential Components of Reflective Supervision

1. *Regularity*
2. *Collaboration*
3. *Reflection*

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The Shape of Reflective Supervision

- *Hands off*
- *Hands out*
- *Hands on*



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**Hands OFF**

- Becoming aware: How can the listener sit back and allow the presenter time and space to tell their story or thoughts?



**Hands OUT...**

- Deepening understanding: How is perspective gained?
- The listener may begin to ask questions that will help the presenter clarify thoughts, feelings, needs, etc.



**Hands ON...**

- Reaching out: Identifying issues and exploring next steps.
- Offering support, resources, strategies in response to what the presenter has shared.



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We often need to talk with another person to be able to see what is right in front of us...



but we can't see it yet.

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Reflection **IN** action  
vs  
Reflection **ON** action



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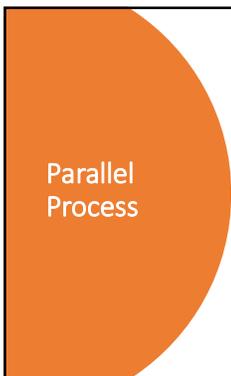
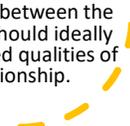
**Parallel Process**

The way one relationship affects other relationships.

Reflective supervision considers how the relationship between the supervisor and home visitor should parallel (or be similar to) the quality of the relationship hoped for between home visitor and the parent.

Likewise, the relationship between the home visitor and parent should ideally parallel many of the desired qualities of the parent-child relationship.

Reflective Supervision: A Guide 2018

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Turn activation into exploration....



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Questions?



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