



## Module 2 – part 1

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NORSK PSYKOLOGFORENING

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## DEFINING AND UNDERSTANDING SUPERVISION

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Super Psiholog: Module 2  
Workshop 1 Day 1

## Models of Supervision

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**SUPER PSYHOLOG:  
Module 2  
Workshop 1**



### **Supervision has three functions:**

- To support the professional development of the psychologist
- To secure the quality of the professional work
- To guard the doors of the profession

**What is the heart and soul of supervision ?**

How does an elephant learn competent elephant behavior?

Not trough books

But perhaps by

.....



Supervision is based on relation



**The relationship requires:**

"Good food": You are giving me what I need to grow and to be healthy and strong



**The relationship requires:**

"I take my sunglasses off" ; I thrust you and I feel safe and happy with you



**The relationship requires;**

That we pay attention to what happens between us as we walk along together; Do we have an agreement about where to go and how to move forward?



**What kind of pictures open your mind to the secrets of supervision?**



**Supervision is like caring for a garden**

Plant– nurture – provide light and water – remove weeds



**A supervisor is like safe company on unknown roads**

Who knows where to go – Who walks beside you – Who gives you a helping hand – Who shares the wonders of the walk – and who helps to figure out the meaning of the experiences of the walk



**A supervisor is like a gate keeper**

Who opens the door for the ones who deserve it – who keeps the unworthy outside – who knows what it requires to be let in – and who has the power to open or close the door



**A supervisor is like a window in the wall**

Who gives you new insights – inspiration and hope



**A supervisor is like a guide**

Who teaches you to look up to find roses



**A supervisor is like a coach**

Who teaches you the skills – who believes in your guts - who encourage your endurance and who celebrates you success



**What kind of maps do we need to understand the landscape of supervision ?**

### **Models of Supervision**

- Models based on therapy theory
- Developmental Models
- Social Role Models



### **Models of Supervision based on Psychotherapy theory**

Central concepts from the theoretical framework of the therapy itself are used to describe and understand the supervision process

The methods, techniques and beliefs of the therapy are used in supervision

The supervisor is modelling therapist behavior



### **Models of Supervision focusing on how the needs of the psychologist change with growing experience**

More than 20 different Models





### 3 Kinds of Developmental Models

1. Models that describe different phases of professional development
2. Models that list domains relevant for professional development, and stages of professional maturity in relation to these domains
1. Models that list tasks psychologists have to learn and describe levels of development in relation to those tasks



### Stoltenberg & Delworth (1987)

#### Domains of professional competence:

Assessment skills  
Treatment planning skills  
Intervention skills  
Understanding relationships  
Conceptualising skills  
Theoretical orientation  
Professional ethics

The psychologist might have different levels of development in each domain

The supervisor must assess the psychologist's level of development for each domain in order to meet their developmental needs



### Skovholt & Rønnestad

An empirically supported model for life long professional development:

- Many variables influence therapist development
- The therapist has different needs in different stages (7) of development
- They conclude that three factors are important in all supervision:
  1. To find a good balance between reflections and functional closing
  2. A good relationship between the supervisor and the psychologist
  3. Active use of contract and evaluation in supervision



### Social Role Models

Bernard 1979  
Holloway 1995  
Carroll 1996

These models describe the supervision process:

The roles taken by the supervisor

The tasks the supervisor addresses

The context of the supervision process



### Social Role Models

The models can be used to describe supervision process independent of content

The models provide language to describe and clarify the supervision process

The models are more flexible than theories and can easier be tested empirically.

The models can contribute to a more flexible supervision process



### Bernard: Social Role Model

#### Therapeutic skills:

Process skills  
Conceptualising skills  
Personal skills

#### Supervisor roles:

Teacher  
Therapist  
Consultant



### Bernard's Model

Supervision consists of a lot of choices

The supervisor must identify what kind of skills the psychologist needs in order to develop

The supervisor must find functional interventions to support the development of the psychologist

*The concepts in Bernard's model help supervisors and researchers describe what supervisors are doing*

