

Supervision: Balance in an Unstable World?

By Karl Gregory



Before it's too late. wwf.org





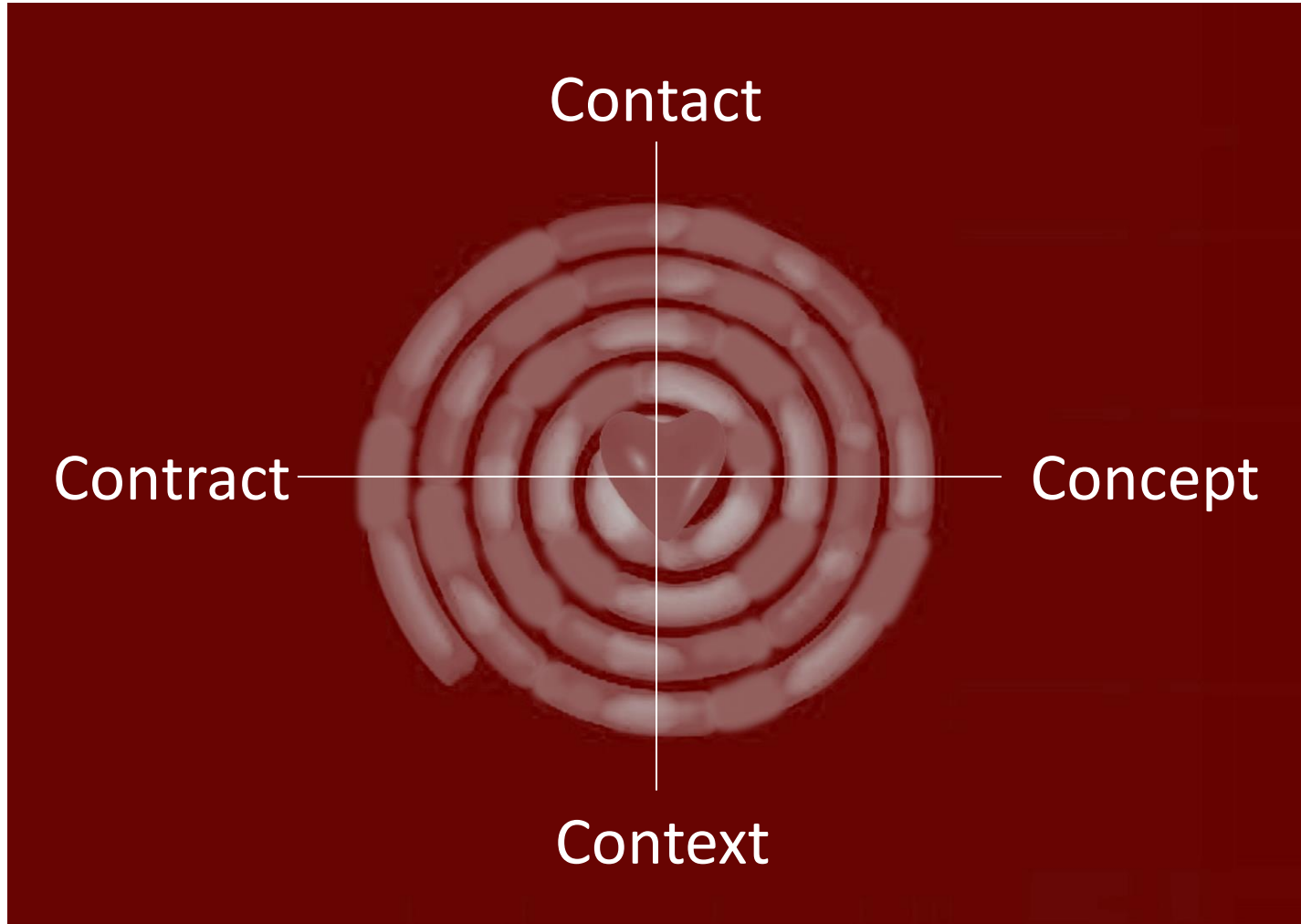


Supervision:

Balance in an Unstable World



The Four C's of Supervision



A Relational Approach to Supervision



Function, Tasks and Roles of the Supervisor

Function (Proctor 1988)

- Restorative (Support)
- Formative (Educate)
- Normative (Manage)

Tasks (Carroll 1996)

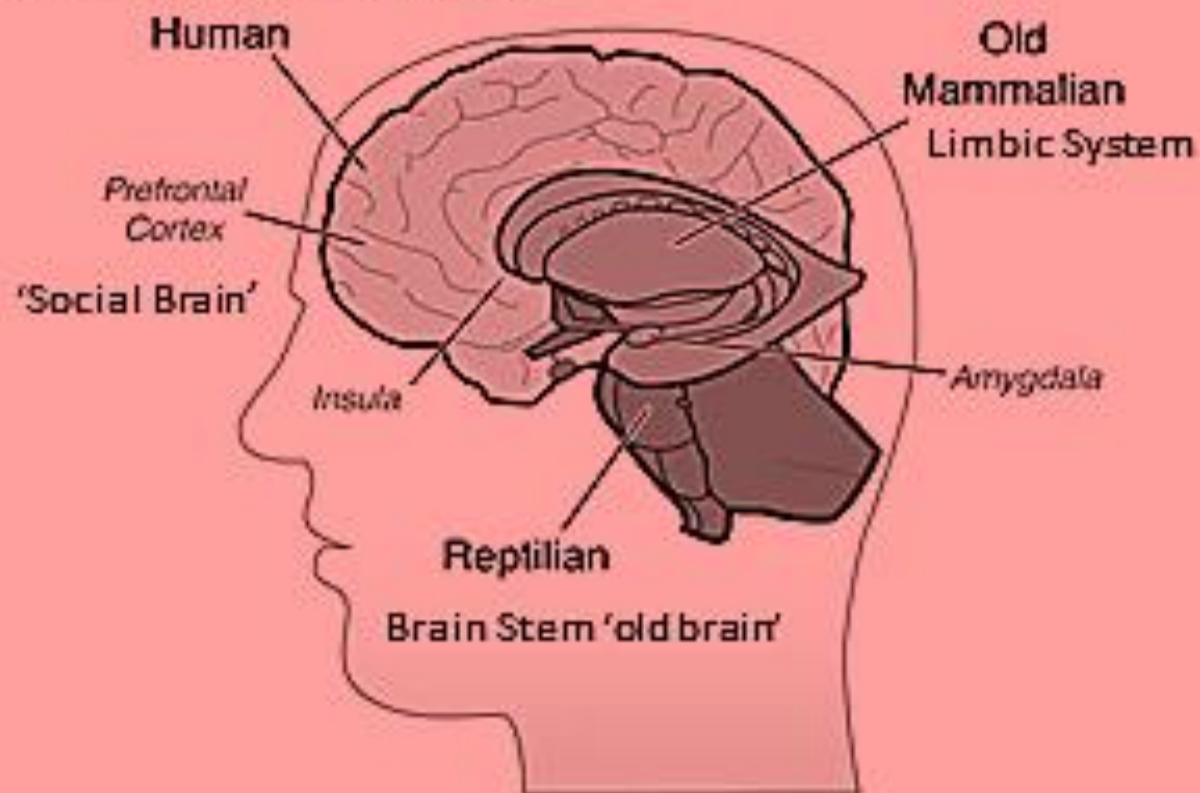
- To Counsel
- Consult
- Learning Relationship
- To Teach
- Monitor ethical issues
- Administrate
- Evaluate

Roles (Gregory and Palmer 2006)

- Valuing Presence
- Encourager
- Supportive Challenger
- Being Reflective/Reflexive
- Collaborative Ethical Monitor
- Resourcefulness
- Consultative Practitioner

Brain Development

Cerebrum- Neo Cortexor 'new brain'

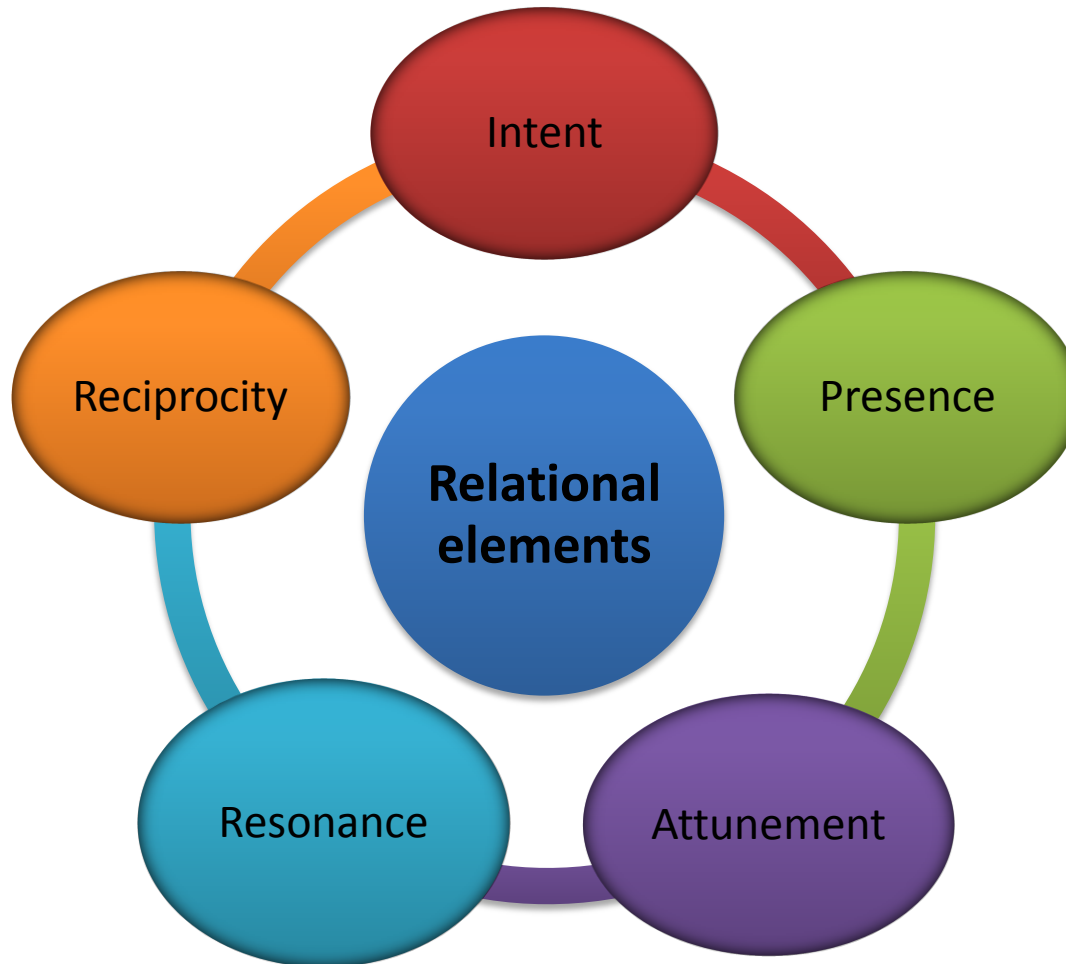


Neuroscience of Ethical Maturity

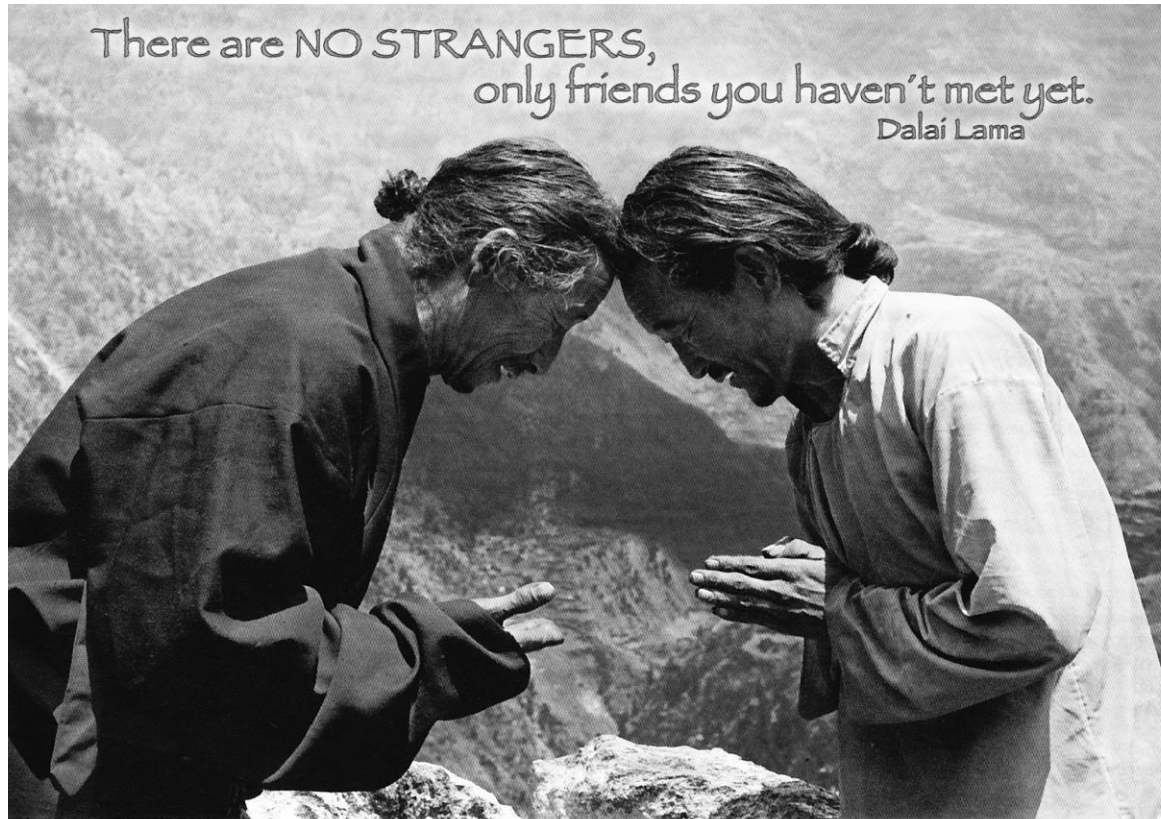
(Carroll and Shaw 2013 adapted)

The Brain	The Gift	Warning Signs
Reptilian	Keeping Safe	Me Only
Mammalian	Relational Communication Experience Emotions	Collusive Over identity My group only
Executive	Rational Imaginative Reflective Language Managing emotions	Non-emotional The present only Manipulative

Interconnected Relational Elements



Intention



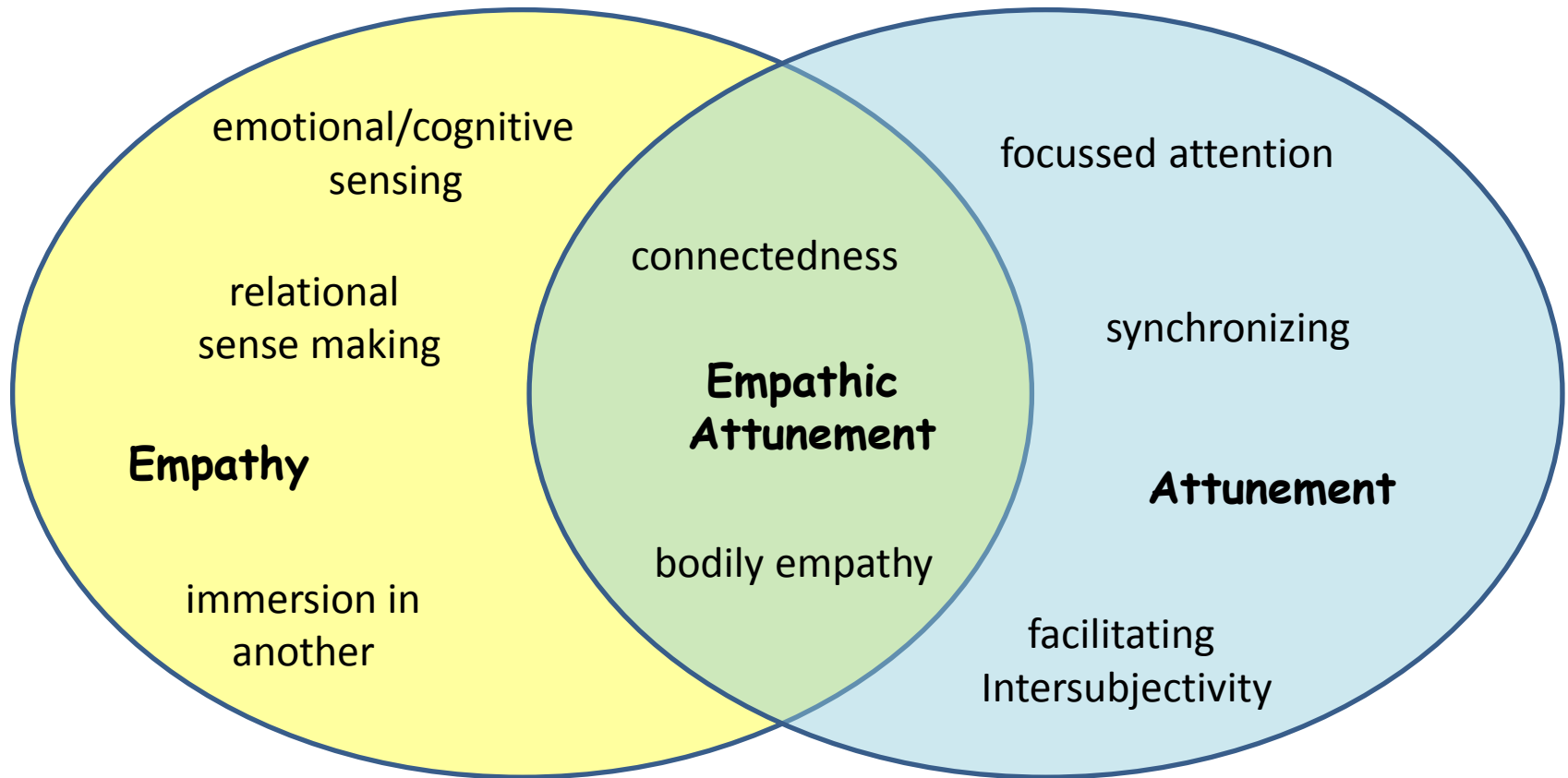
Making a conscious choice to be together

Presence

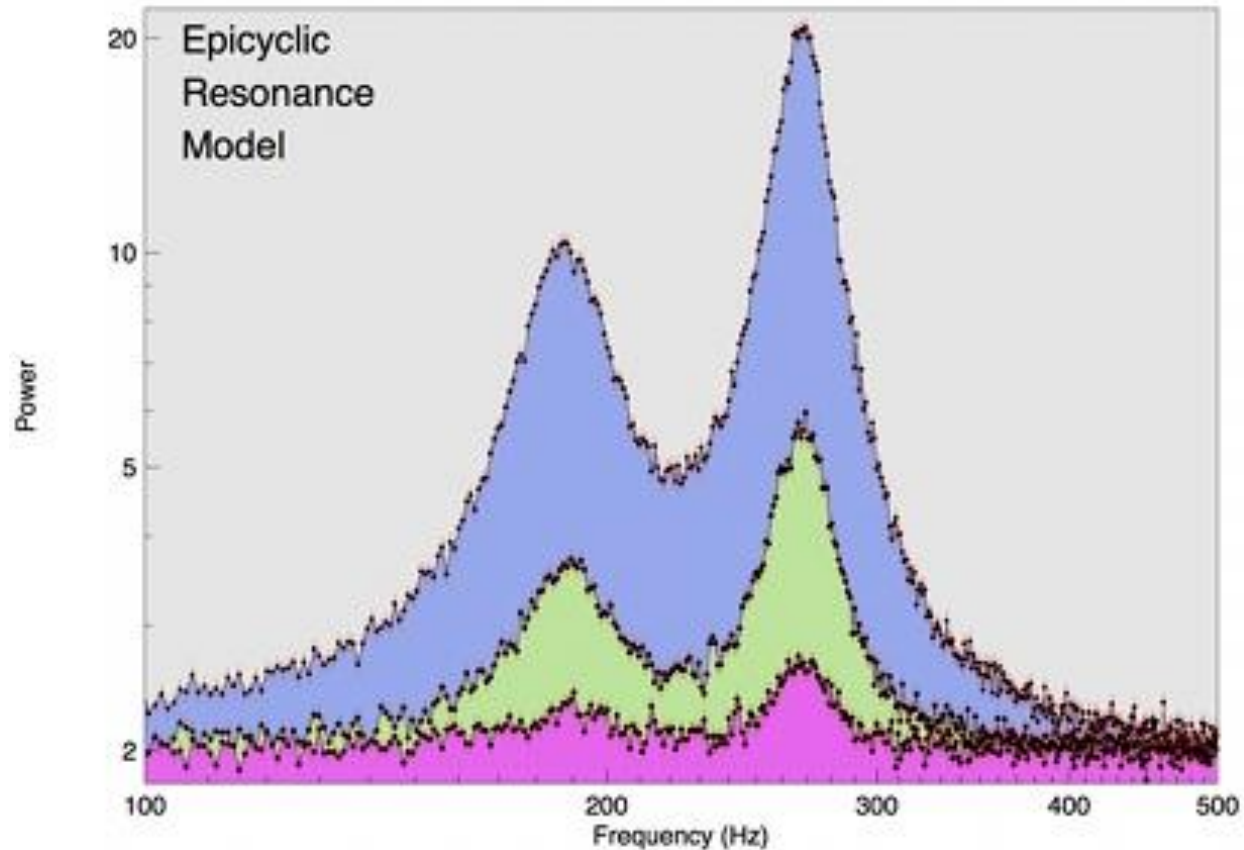


Our state of being together that is constantly
emerging and re-emerging
as we connect

Attunement



Resonance

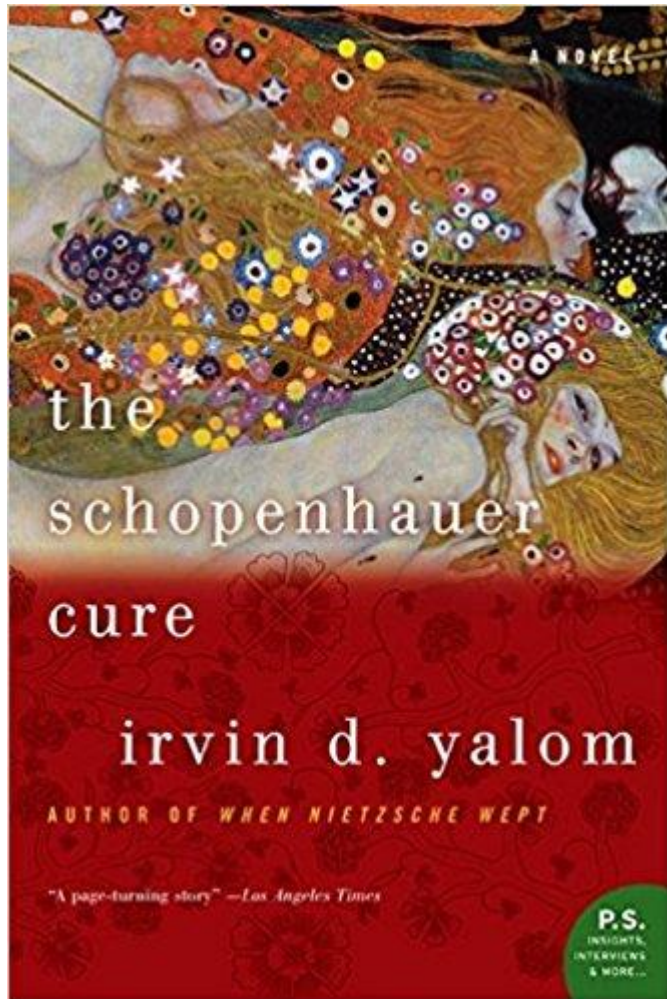


To resonate is to 'chime' together

Reciprocity



Different minds working together



“There is some problem with the lack of reciprocity in the authentic therapy relationship – it’s a knotty problem”

In and between the relational elements...

Echoes

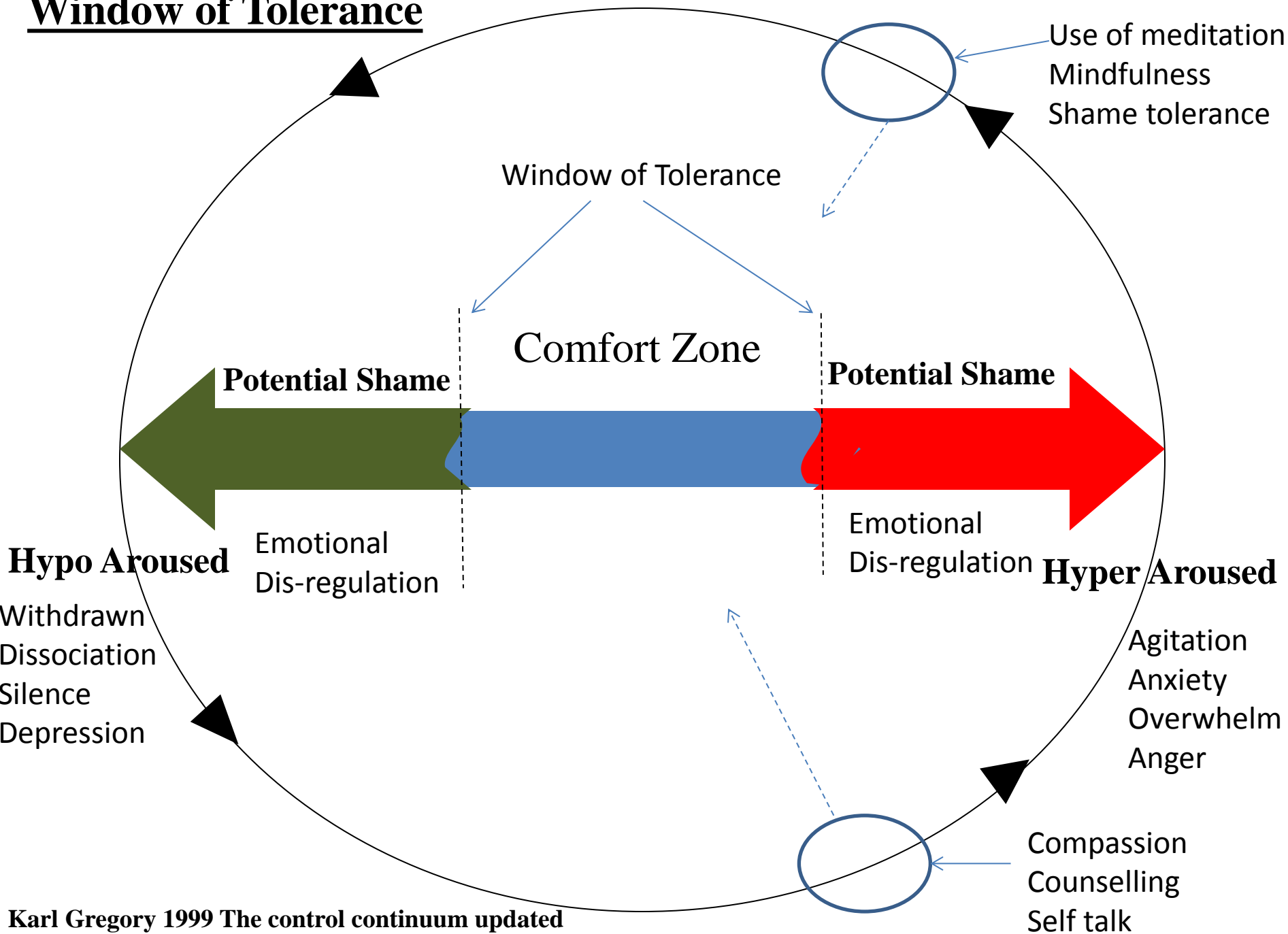
Echoes



Echoes

Echoes

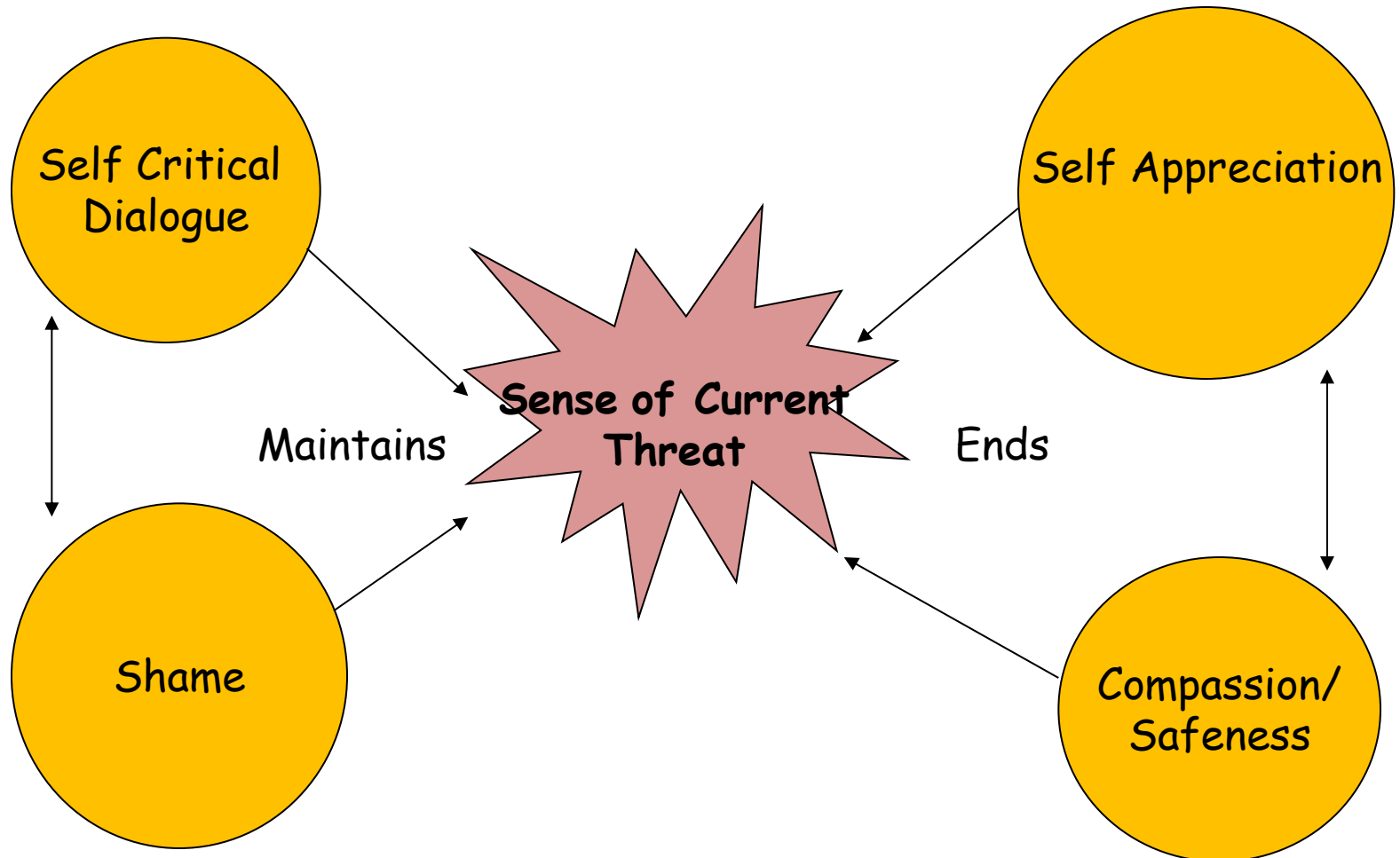
Window of Tolerance



Turning off the Threat System in Supervision

Competitive

Co-operative

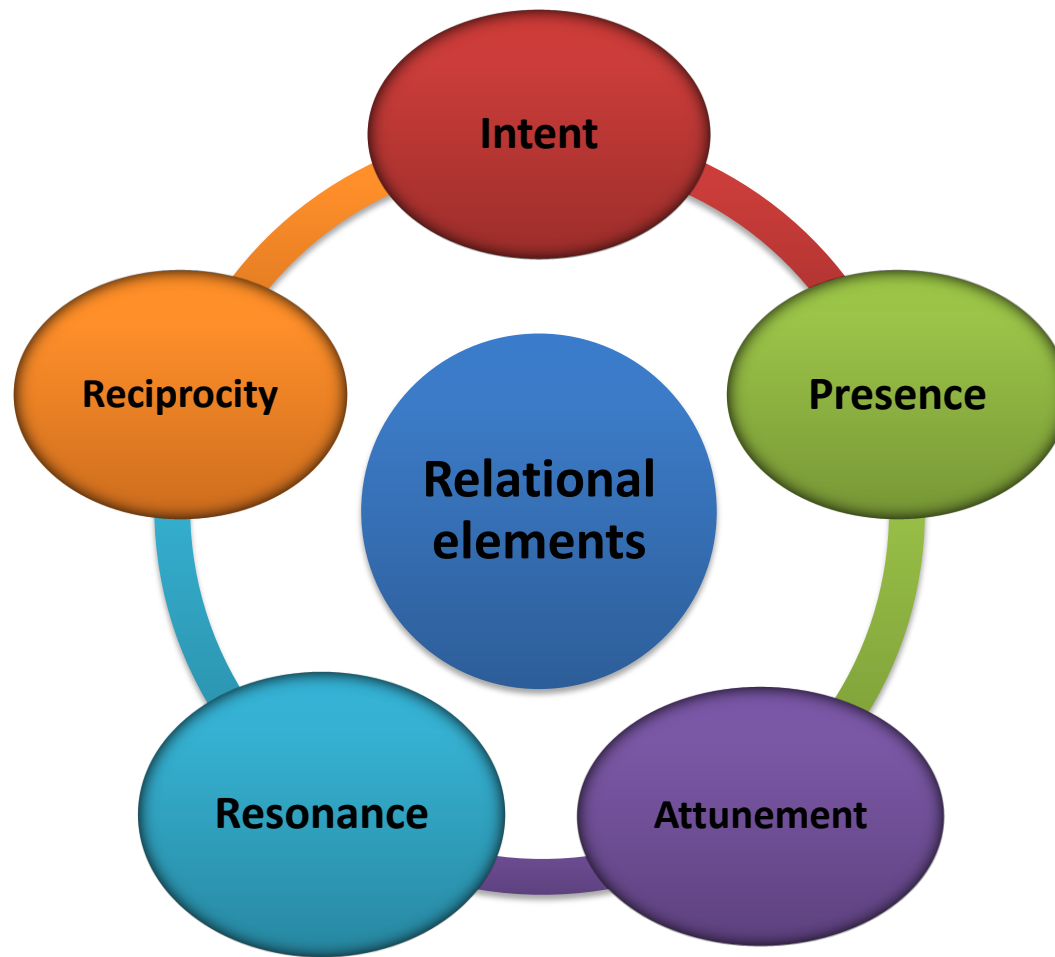


Adapted from Deborah Lee (2009)



**So it is here that I sit with my
supervisees
being balanced enough with
ourselves
to work with the experiences
of the unstable world**

Thank you



When looking at these relational elements are there other aspects of the relationship that would be important to you?