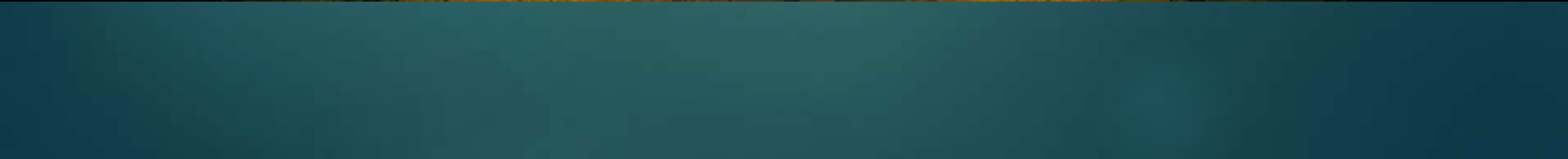




Working with what's in the Room




Rabbit perched on the shoulder – what is unseen, unattended to – resting on the periphery of the supervisees awareness

Attending to it makes the learning in supervision truly transformative.



As supervisor we are encouraged to gaze with equal curiosity on the throwaway comments made by the supervisee as much as their named issue.

- 
- ▶ **Attend to** what the supervisee may be unconsciously brings into the session as well as what they consciously bring (the named issue).

- ▶ **Feelings (Impact)**

What is happening between us?


Body language – throwaway comments

How is this making me feel?

- ▶ **Supervisor - listen carefully** to the hidden 'connecting patterns'. *To what isn't being said as well as what is...*

Supervisor take mindful approach - distinguish between your internal process and that of the supervisee.

Is this my stuff or the supervisee's?

- 
- ▶ **For the supervisor**, naming the unnoticed is risky and requires courage.
 - ▶ **And indicates** something of the level of trust and safety that exists in the supervisory relationship.
 - ▶ **Is the relationship safe enough** for both supervisor and the supervisee to risk engaging with what has been pushed to the edge of sight?

 - ▶ **We are risking the emergent in the session – this also requires a high level of personal reflectiveness (supervisor).**



Mindful Supervisory Posture



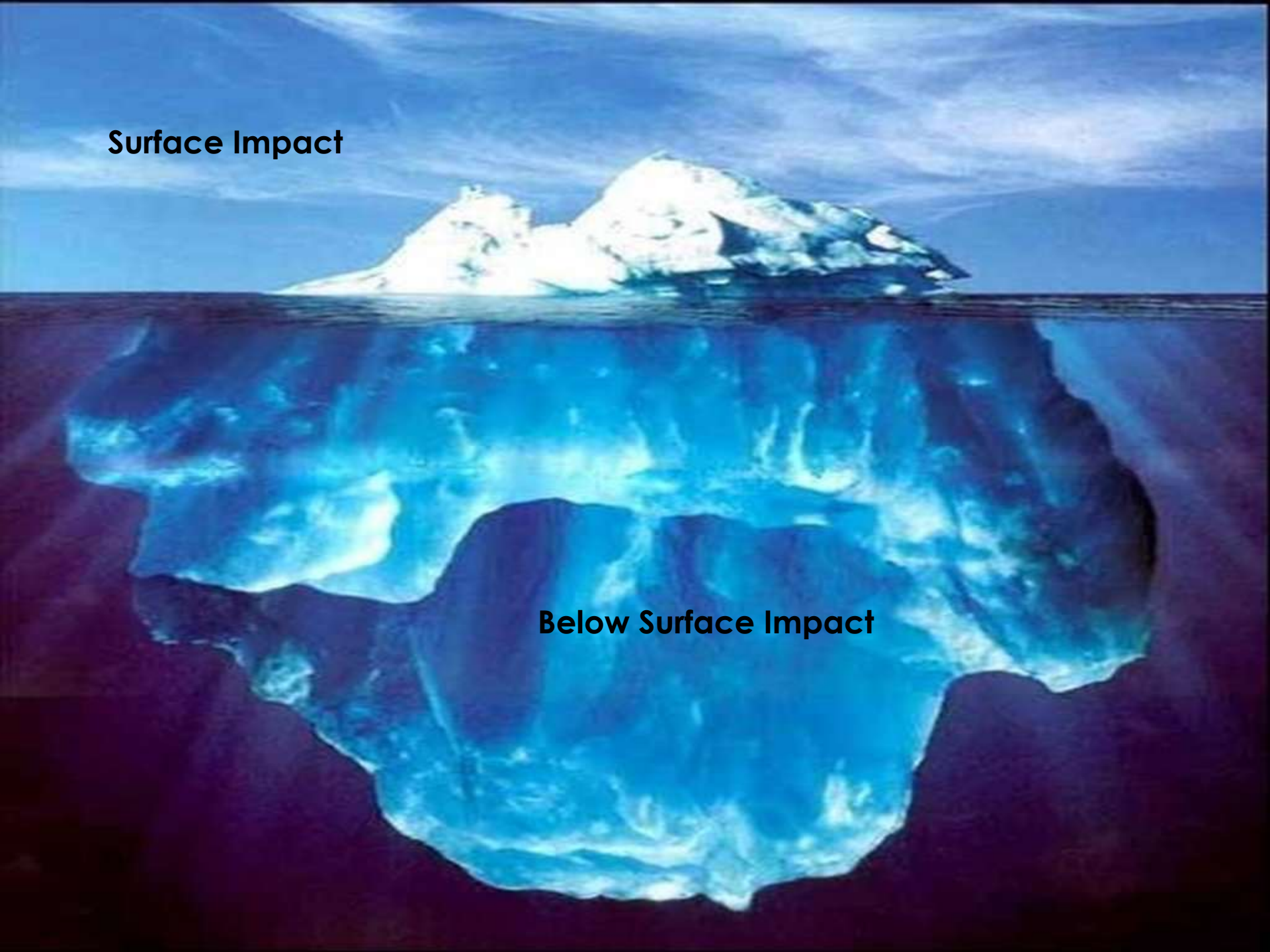
What Lies Beneath

BELOW THE WORDS

What are we not Seeing.....

Surface Impact

Below Surface Impact



TRANSFERENCE (project)

Elements of Transference exist in all relationships to some extent or another.

Can be described as a process where A acts towards B as though they were someone else (C).

Happens at an unconscious level

In supervision material belonging to another relationship may be transferred onto the supervision relationship. e.g. authority challenges, testing boundaries.

Supervisory task is to identify and name what is taking place.

COUNTER – TRANSFERENCE The Response - Project Back

By which we unconsciously counter whatever is being transferred onto us.

Example: Supervisee says, my last supervisor was overly critical and undermined my self-confidence. I heard you have a collaborative approach to supervision and I am really looking forward to working with you.

Supervisor – acts suspending their usual style and becomes cautious of challenging instead giving excessive approval.

PARRALEL PROCESS Mirror

The phenomena whereby dynamics within the supervisee's work world are reflected in the supervisory relationship.

When supervisee interacts in a similar way with the supervisor as their client reacts with them.

IMPACT ABOVE AND BELOW THE SURFACE

New Supervisee says: I'm sure you've heard of my last supervisor Mary? She has an international reputation and considered the best in her field. I was very lucky to be her supervisee. It was a real privilege to work with her.

SURFACE IMPACT - FEELINGS

Feelings of Anxiety - Under pressure

BELOW THE SURFACE /UNCOUNSCIOUS IMPACT ON SUPERVISOR

"I have to prove that I am as good a supervisor as Jane."


New Supervisee says: I am really looking forward to working with you. I've heard you are a really good supervisor. I think there is a lot I can learn from you.

SURFACE IMPACT – FEELINGS?

Under pressure, behaves as if they know it all – don't challenge me.

UNCOUNSCIOUS IMPACT ON SUPERVISOR

"I have got to live up to supervisee's expectations. I cannot make any mistakes".




New Supervisee says: My last supervisor worked out of themodel of supervision. I'm sure you are familiar with this model it's very highly regarded.

SURFACE IMPACT – FEELINGS?

Anxious, Uncomfortable – Fear (doesn't want to look foolish - LIES
- Authority is Threatened –

UNCOUNSCIOUS IMPACT ON SUPERVISOR

“Will the supervisee think less of me if I tell them that I don't know this model”?



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ajnolanmsc@Hotmail.com