

Navigating Supervisee and Supervisor Self-Criticism in Supervision

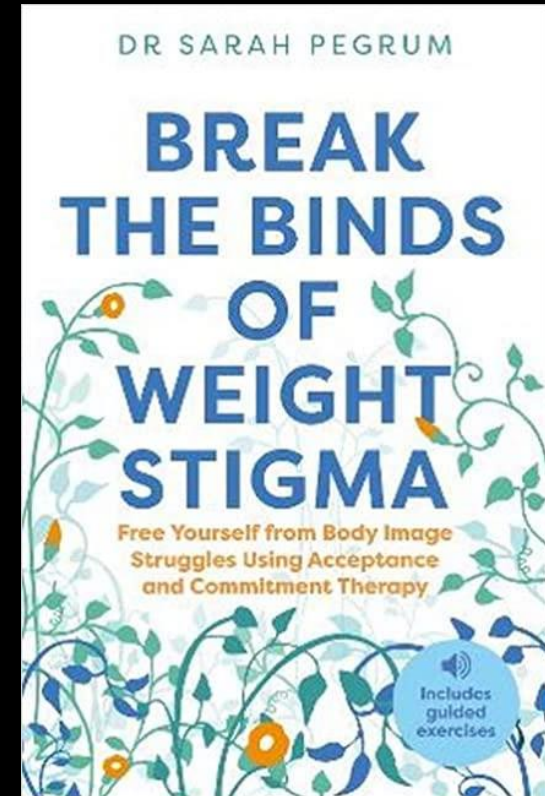
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Disclosure

- I have not received and will not receive any commercial support related to this presentation.
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Agenda

- Supervision
- The Supervisee
 - Experience of self-criticism.
 - Building the ability to turn towards.
- The Supervisor
 - Experience of self-criticism.
 - Building understanding & compassion.
 - Pathway to being the supervisor we want to be.



Set
Your
Intention





Supervision

What is Supervision?

A unique collaborative relationship with a focus on education and training.

Whereby processes of observation, evaluation, self-assessment, feedback, instruction, modeling, and mutual problem-solving, are used to facilitate the acquisition of knowledge and skills to ensure the supervisee is engaging in practice that is in line with effective client care, ethical standards, standards of professional practice and legal obligations.



Supervision is Important

Supervision and ongoing consultation after workshops increases adherence and skill by clinicians.

This in turn impacts client outcomes.



The Supervisee





The Vulnerable Learner: Part 1

- Bring to mind a time when you were learning and being supervised, and you were vulnerable.
- Observe and connect with that you.
- Bring to mind that supervisor saying “I have feedback”
- Notice the feelings.
- Notice your posture.



The Vulnerable Learner: Part 2

- Stay connected with that vulnerable learner.
- Notice the thoughts. Notice the self-criticism.
- Write those thoughts down on a separate piece of paper.
- Notice how it feels to write these on paper.
- Read what you have written.



The Vulnerable Learner: Part 3

- Fold your piece of paper.
- Partner up.
- Hand the piece of paper to your partner. *The person receiving does not open or read it- just hold it as you see fit.*
- Notice the thoughts and feelings of handing the paper over and holding the paper.

Debrief

What was it like,

- To connect with the vulnerable learner?
- To put the self-criticism on paper?
- To read the self-criticism?
- To hand the self-criticism to another person?

As supervisees, this is what supervision
can feel like.



As supervisors, we hold this
vulnerability.

Read over what you
have written.

Reflect on how you have
responded to this
self-criticism.





How did you respond to self-criticism?

- Study harder or do more?
- Avoid being observed or feedback?
- Over or under prepare?
- Talk a lot or talk very little?
- Over or under directive?
- Curate an image?

Behaviour Under Aversive Control

There can be a narrowing of focus, with attention shifting to how to get rid of the discomfort of self-criticism.

Throw self into doing, or into hiding.





Unworkability of Responses

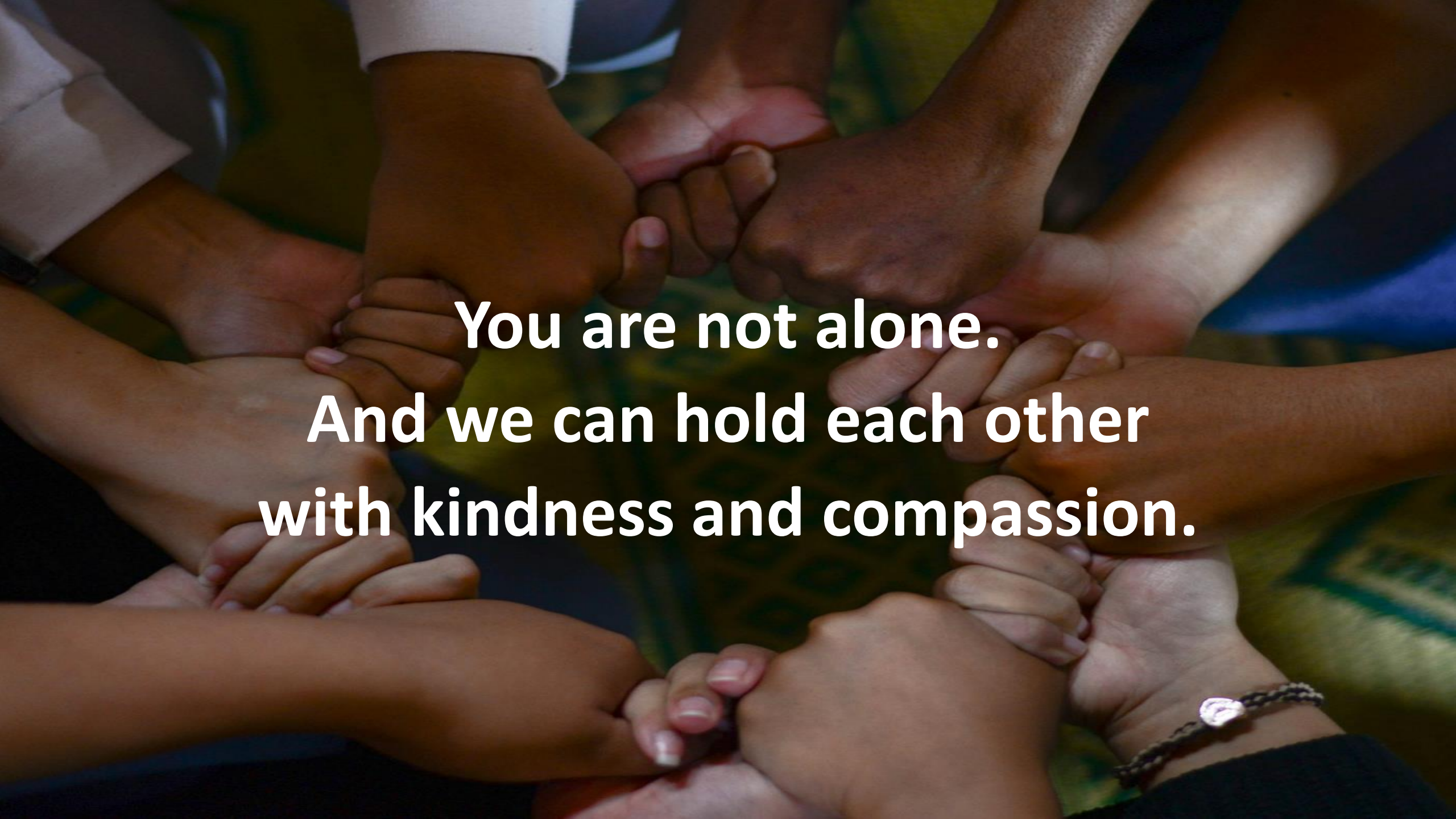
These responses make sense but are not always workable.

- The 'doing' responses while can push to learn and grow, can be at the expense of other parts of life and oneself.
- The 'hiding' responses can be protective but can be at the expense of valuable feedback and exploration for learning and growth.

Exercise

- Close your eyes.
- Listen to the statements.
- Put your hand up (and keep it up) if you have had that, or similar thoughts or actions.
- When I say open your eyes, open your eyes, keep your hand up & look around.



A close-up, top-down view of a group of hands of various skin tones (dark brown, light brown, and fair) clasped together in a circular formation. The hands are interlaced, with fingers and thumbs visible, creating a sense of unity and collective strength. The background is slightly blurred, showing hints of green and blue patterns.

**You are not alone.
And we can hold each other
with kindness and compassion.**



Turn Towards to Build Awareness

Build the ability to compassionately turn towards our self-criticism and our responses to it, and how the responses can get in the way of our learning and growth.

- As supervisees, we can notice and be aware of when we are getting stuck.
- Use the tools we have as therapists to interrupt unworkable patterns.
- Bring awareness into supervision.



Supervisor Awareness

As supervisors,

- we can have increased sensitivity to the vulnerability and responses that may be being brought into the room.
- Take steps to create a safe space for learning and growth.



The Supervisor



Supervisors are Juggling a lot of Demands

- Assessing and responding to our supervisee's learning and growth needs.
- Assessing and responding to the needs of clients.
- Evaluation and gatekeeper role.

And we are human.

Supervisors Also Experience Self-Criticism

We may criticize ourselves for;

- How experienced or knowledgeable we are.
- The approach we take, and the information we provide.
- How our actions and words can impact the supervisee (and in turn the clients).

Take a moment & write down your self-criticism as a supervisor.





Supervisor Responses Can Be Similar to Supervisee

- Talk a lot.
- Be more directive and instructional.
- Curate an image.
- Not self-disclose.
- Minimize, dismiss, or avoid things that may need to be addressed.
- Be under-directive and conversational.



We Feel Because We Care

Share; What might these self-criticisms tell us about what we care about?

Button

Here is a button. If you press it, all your self-criticism would disappear, but it would also mean you don't care anymore about those things you just noted.

- How would that impact you as a supervisor?
- Would you press the button?





Compassion for Supervisors

As supervisors, because we care, we will experience these thoughts. Our responses to the thoughts make sense (even if not always helpful).

Ask yourself,

- What do I need in the face of this?
- What would be an act of compassion to myself?

Supervision Reflection

- 1) Think about a time when you had helpful supervision. Write down what made it good or helpful.
- 2) Write down the values you want to embody as a supervisor.
- 3) What is my 'why' behind being a supervisor?





Pathway Back

What is the smallest step I can take
in this moment, today or this week,
that would move me towards my
values?

Part 1: We are human, sometimes we will suck

- Bring to mind a not great supervision session you did.
- What made it not great. What were you doing?
- What thoughts were you having?
- Notice what was happening in the body at that time. What were you feeling?



Part 2: Compassion Toward Yourself

- Notice the discomfort you may be experiencing in bringing this experience to mind.
- If you didn't care, would this pain be there? What does this pain and discomfort tell you about what is important to you as a supervisor?
- Is there any learning in this pain?



Part 3: Compassionately Return to the Path



Helpers For The Supervisor

- Build awareness; vulnerability, self-criticism, responses, and values.
- Be mindful and check in with yourself regularly.
- Build a pathway back to you; compassion, and values.
- Supervision of supervision.
- Supports.



Any Questions?

Feel free to reach out to me at
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or on the socials

