RELATIONAL CHANGE GATHERING 2022
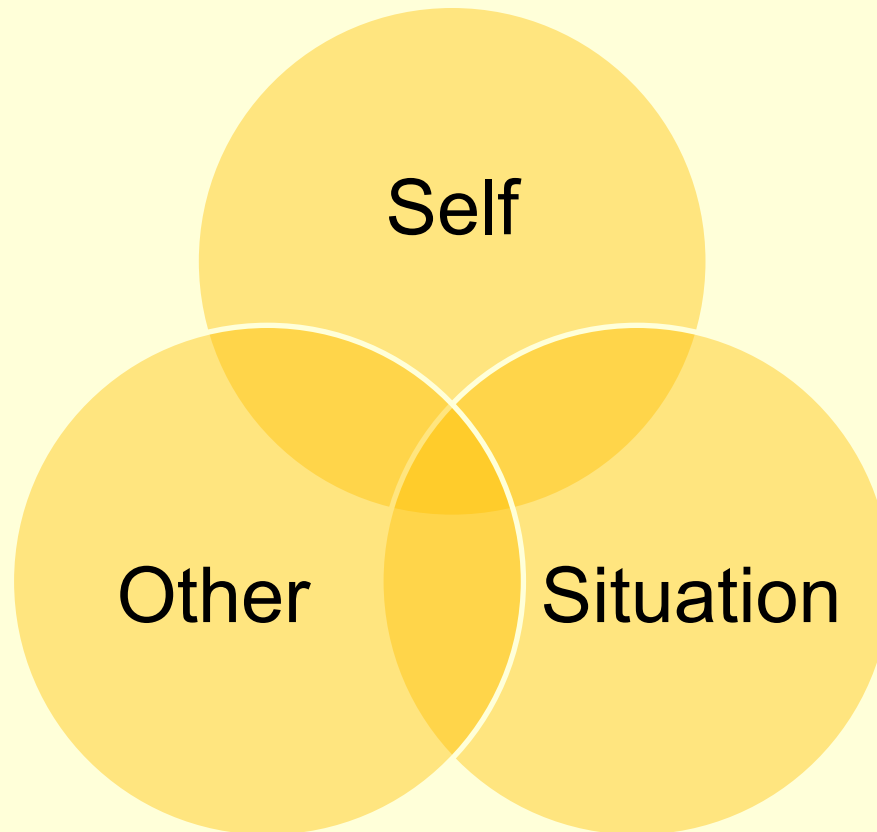
Working at the Edge of Supervision

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A Relational Framework Anchors our Work

The Relational Supervision Matrix

	CLIENT	SUPERVISEE (THERAPIST/COACH, etc)	SUPERVISOR
SELF	• Focus on the client, their narrative, presenting issue and self support. **1**	• Focus on the supervisee, their experiences and self support. **4**	• Focus on the supervisor, their experiences and self support. **7**
OTHER (Relational Field)	• Focus on client relationships (key relational supports in varying contexts) • Focus on relationship of coaching client with organisation **2**	A) Focus on the relationship between the supervisee and client B) Focus on strategies and interventions used by supervisee in their work **5**	• Focus on supervisory relationship incl. Parallel processes, co-transference, etc. **8**
SITUATION (Wider relational context)	• Wider client field culture • Wider organisational culture (e.g. in coaching case) **3**	• Focus on supervisee and client field, incl. contracting, professional & ethical codes, cultural and situational context. • Focus on relationship of supervisee with client's organisation (if relevant) **6**	• Focus on supervisory field generally, incl. contracting, professional & ethical codes, cultural and situational context. • Focus on supervisor links with client context e.g. 3rd party contract (if applicable) **9**

Edges in Contracting
Key Issues from Presentation

- Contracting directs us to attend to the ground

- When is "not a good fit/poor chemistry" an indicator of more serious issues?

- Contracting process sharpens implicit differences in values and ethics that do create risk

- It alerts us to differences in style/modality/ways of working and personality.

Edges in Contracting
Key Issues emerging from Inquiry

- Can we have Psychological Safety without formal contracting processes?

- How rigorous are we as peers? Does accountability walk out the door?

- How do we end supervisory relationships in healthy ways?

- How does my implicit bias, that I may be unaware of, play out?

- How do we manage the possible polarity of speed Vs Clarity

- How do we stay curious and accommodate difference in modality?

Edges in Boundaries
Key Issues from Presentation

- What is your relationship with boundaries?

- When and why may you become more/less strongly boundaried in supervision?

- "Supervision is never Innocent it is Influential", (Tim Bond).

- Pay attention to signs of "Potential Boundary Disturbance", e.g. Issues re attendance, payment, timing, physical space, gifts, relational overlaps, etc.

- Boundaries shift, but are always contextualised in time and place.

Edges in Boundaries
Key Issues emerging from Inquiry

- Boundary Setting is an aspect of Ongoing Contracting

- Boundaries are felt most strongly at the Contact Boundary

- The Boundary holds most potential for growth and shame.

- Boundary Setting is a Co-emergent process

- Embodied Process can signal a boundary disturbance and is part of "risk alertness"

Edges and Needs
Key Issues from Presentation

- Whose needs are influencing this supervisory process?

- Who is the Client?

- How do we recognise these needs and what support is needed to work with them as effectively as we can?

- Multiple needs exist, (financial, relational, skills, cultural).

- Some needs conflict with others and not all can/will be met.

- Needs/wants are dynamic, embodied and situated

- Self-Care is vital - we all do it differently.

Edges and Needs
Key Issues emerging from Inquiry

- Key Focus on "Who is the Client" and complexity around this issue in some contexts.

- Self-care is crucial for all practitioners

- Boundaries are reached in areas of application and modality

- Keep asking the question "what do you need"?

- Bear in mind reality constraints.