

Safeguarding Supervision

Session 1

Exercise- Reflecting on your Supervision History

1. Use the matrix overleaf to identify 2 or 3 previous supervisors. These may include any significant figures who have influenced you , previous employers and managers, or even school teachers.
2. Beside each one, make a brief note about their impact on you in terms of whether and how they helped or hindered your development. Use the two columns to distinguish between helpful and hindering responses.

The same supervisor/mentor/teacher or manager may have responded in both helpful and unhelpful ways. Focus on those who had greater impact, and consider what it was about their style, focus, understanding, knowledge, skills, values, use of authority, empathy or any other factors that affected you. Consider whether factors of gender, race etc were significant.

- 3 Now reflect on how you responded to them: what responses did their approach generate in you? Our responses to positive and negative experiences of supervision and management are different. Where supervision is poor or undermining we may be defensive, guarded about certain types of information, and reluctant to expose ourselves or take risks.
- 4 Finally, analyse the degree to which your approach as a supervisor now might be influenced by any or some of these experiences. What good models are you seeking to apply? What bad models are you seeking to avoid?

Supervision History Matrix

Previous Supervisor	What Helped?	What Hindered?	Response at the time	Influence on me now

Previous Supervisor	What Helped?	What Hindered?	Response at the time	Influence on me now

Summary – what does this mean for my development as a supervisor now?