

An ability to help the supervisee reflect on their work and on the usefulness of supervision

Knowledge

An ability to draw on knowledge that the accuracy of supervisee's self-appraisal tends to be lower when supervisors only give supportive feedback

an ability to aid accurate self-reflection by giving feedback (in all areas of a supervisee's work) which is supportive but also accurate and appropriately challenging

Ability to establish expectations about reflection within supervision

An ability to communicate an expectation that the supervisee will undertake regular self-assessments within supervision (e.g. to reflect on specific clinical tasks or clinical activities)

Ability to facilitate reflection

An ability to implement educational models within which there are explicit opportunities for reflection and self-appraisal

An ability to help the supervisee reflect on their experience (as gained both in clinical settings, in supervision and from academic input), with the aim of increasing the accuracy of their self-appraisal in the areas of:

general and specific clinical skills

current capacities and learning needs

personal and professional development

understanding of the application of ethics and values

An ability to help the supervisee reflect on the perspective of the client, particularly as this relates to the client's experience of the therapeutic 'tasks' associated with therapy

An ability to help supervisees use specific techniques to aid reflection, such as learning logs

An ability to respond in a respectful manner to supervisee's reflections, so as not inhibit any future reflection

Ability to gauge the supervisee's capacity to reflect

An ability to gauge the supervisee's ability to engage in accurate self-appraisal

An ability to gauge the supervisee's ability to respond to feedback in a manner that is consonant with the content of the feedback (i.e. in a manner which is neither dismissive nor over-reactive)

An ability directly to discuss difficulties in the supervisee's ability to reflect on feedback or to accurately self-appraise their work

Ability to monitor supervisee's capacity to apply the outcomes of reflection

An ability to monitor the extent to which the supervisee is able to apply their reflections to clinical work (i.e. to link reflection with changes in their clinical practice)