

Development of Supervisory Relationships

Building Trust – Observe	
<p style="text-align: center;"><u>Supervisor</u></p> <ul style="list-style-type: none"> • Enter the relationship in a non-judgmental way • Be culturally aware and sensitive • Begin a conversation about the beginning relationship, including previous supervision experiences and expectation of roles 	<p style="text-align: center;"><u>Supervisee</u></p> <ul style="list-style-type: none"> • Enter the relationship in an open-minded way • Allow your supervisor to support you • Come prepared to share observations, concerns, feelings, worries, details of a particular home visit, dilemma, situation
Foundation for the Relationship – Listen	
<p style="text-align: center;"><u>Supervisor</u></p> <ul style="list-style-type: none"> • Acknowledge what it takes to bring vulnerabilities and their work to you • Be accessible, genuine, caring, emotionally available • Protect supervisory time from interruption • Listen for the emotional experience that the supervisee is describing when discussing the case or the work 	<p style="text-align: center;"><u>Supervisee</u></p> <ul style="list-style-type: none"> • Acknowledge importance of consistent supervision meetings for relationship-based, reflective practice
Sharing Vulnerabilities – Reflect	
<p style="text-align: center;"><u>Supervisor</u></p> <ul style="list-style-type: none"> • Be open to sharing stories of experiences that would be relevant • Maintain emotional availability • Invite supervisee to have and talk about feelings awakened in the presence of an infant or very young child and parents • Encourage exploration of thoughts and feelings that the supervisee has about the work with very young children and families as well as about one’s response to the work 	<p style="text-align: center;"><u>Supervisee</u></p> <ul style="list-style-type: none"> • Ask questions that allow you to think more deeply about your work with infants and young children and also yourself • Be aware of the feelings that you have in response to your work and in the presence of the infant and parents • When you are able, share those feelings with your supervisor • Increase attention to “self” and “other” with a deeper level of wondering about relationships
Deepening of the Relationship – Respond	
<p style="text-align: center;"><u>Supervisor</u></p> <ul style="list-style-type: none"> • Maintain cultural awareness and sensitivity • As the supervisee grows more trusting of the supervisory process, encourage more reflection • Recognize and understand supervisee’s feelings of helplessness, vulnerability and confusions, as well as strengths • Wonder about, name and respond to feelings with appropriate empathy 	<p style="text-align: center;"><u>Supervisee</u></p> <ul style="list-style-type: none"> • Explore the relationship of your feelings to the work you are doing • Remain curious • Take in and use new insights and awareness of personal responses and reactions in work with infants, very young children and families by internalizing thoughts and ideas that have emerged through dialogue with supervisor

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