

Reflective Supervision Checklist

1. Preparing for the Session

- **Schedule Regular Sessions:** Ensure that reflective supervision sessions are scheduled consistently and at a mutually convenient time.
- **Confidentiality Agreement:** Review and agree on the confidentiality terms to create a safe space.
- **Set an Agenda:** Determine the topics or cases to be discussed in advance, if possible.

2. Creating a Safe and Supportive Environment

- **Establish Trust:** Foster an open, non-judgmental, and respectful atmosphere.
- **Active Listening:** Ensure that both parties practice active listening throughout the session.
- **Open Dialogue:** Encourage honest and open communication about thoughts, feelings, and challenges.

3. Reflecting on Practice

- **Discuss Case Work and Experiences:** Reflect on recent case work, including successes and challenges.
- **Identify Key Issues:** Focus on particular areas where the supervisee is seeking guidance or feels uncertain.
- **Explore Emotions:** Discuss the emotional impact of the work on the supervisee and how these emotions affect their practice.

4. Critical Thinking and Analysis

- **Challenge Assumptions:** Encourage the supervisee to question their assumptions and consider alternative perspectives.
- **Analyse Decision-Making:** Reflect on the decision-making process in specific cases, exploring what influenced those decisions.
- **Connect Theory to Practice:** Link the discussion to relevant theories, models, and ethical principles, professional standards (Social Work England).

5. Personal and Professional Development

- **Self-Awareness:** Reflect on the supervisee's self-awareness, including their strengths, areas for growth, and biases.
- **Set Development Goals:** Identify specific goals for the supervisee's ongoing professional development.
- **Provide Constructive Feedback:** Offer feedback that is both supportive and aimed at improvement.