

COUNSELLING SUPERVISION

LECTURE I

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WEEK 1: INTRODUCTION TO COUNSELLING SUPERVISION

Topic contents:

- What is counselling supervision?
- Differentiate between counselling and counsellor supervision.
- Purpose of counselling supervision.
- Benefits of counselling Supervision.

Intended Learning outcomes:

- Differentiate between counselling, counsellor supervision.
- Identify the purpose of counselling supervision.

INTRODUCTION

- Supervision is a key requirement by many reputed professional counselling membership and regulatory bodies to ensure all counsellors in practice are keeping their skills up to date and that they work in a safe and ethical way.
- Supervision in counselling forms part of the counsellor's continuous professional and personal development.
- Supervision is therefore what makes counselling a managed and professional activity.

TASK

- What is supervision?
- Give instances where you have been supervised.
- Have you experienced supervision in counselling?

HOW WOULD YOU INTERPRET THESE?



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WHAT IS SUPERVISION

- “To oversee” indicates authority as observed in line management (Carroll,2012).
- “Super”- vision, according to (Houston, 1990) it denotes to oversee.
- “Extra”- vision which means identifying mistakes, thus present them to supervision for correction. Therefore, this will be part of verification in the supervision process.
- Carroll (2012) refers to supervision as “consultancy support” and does away with the word supervision.

WHAT IS COUNSELLING

- Counselling is a dynamic process of a relationship between a counsellor and a client. The counsellor facilitates the client towards growth into a fully functioning individual.
- Counselling is the skilled and principled use of relationships, which develop self-knowledge, emotional acceptance, growth and personal resources.

COUNSELLING

- The overall aim is to help a client live a fully functioning, resourceful and satisfactory life.
- Counselling may be concerned with addressing and resolving specific problems, making decisions, coping with crises, working through feelings and inner conflict or improving relationships with others.

COUNSELLING

- The counsellor's role is to facilitate the client's work in ways that respect the client's values, personal resources and capacity for self-determination.

WHAT IS COUNSELLING SUPERVISION?

- An alliance between the supervisor and the supervisee. The supervisee is assisted to reflect on client work.
- “Supervision provides an opportunity for the counsellor to capture the essence of the psychotherapeutic process as it is articulated and modelled by the supervisor and to recreate it in the counselling relationship”.
- Supervision has also been described as a forum where counsellors reflect their client work, learn from this interaction with an experienced counsellor who plays the role of the supervisor.

DEFINITION

- *“Counselling supervision is a **formal, mutually** agreed agreement for counsellors to **discuss** their work **regularly** with someone who is **normally** an experienced and competent counsellor and familiar with the process of counsellor supervision. The task is to work together to ensure and develop the efficacy of the supervision in counselling practice” (BACP, 2012)*

COUNSELLING SUPERVISION



<https://findself.co.uk/supervision.html>



COUNSELLING SUPERVISION



<https://www.counsellingcm.com/copy-of-counselling>

SUPERVISION

- The BACP ethical framework for the counselling professions (2018), provides a full section devoted to supervision;
- "Supervision is essential to how practitioners sustain good practice throughout their working life. Supervision provides practitioners with regular and ongoing opportunities to reflect in depth about all aspects of their practice in order to work as effectively, safely and ethically as possible. Supervision also sustains the personal resourcefulness required to undertake the work."

TASK

- What is the difference between counselling and counsellor supervision?

DIFFERENCE BETWEEN COUNSELLING AND SUPERVISION

COUNSELLING

Aim

- Enables clients to lead more satisfying lives
- Increases clients capacity to live resourcefully by developing their ability to reflect on themselves

COUNSELLING SUPERVISION

Aim

- Enables the fullest therapeutic use of counselling
- Helps counsellors develop their counselling skills, ability to reflect on the counselling process

PRESENTATION

COUNSELLING

- Material presented verbally by clients

COUNSELLING SUPERVISION

- Materials presented in various ways, verbal, written, audio/video tape or observed

RELATIONSHIP

COUNSELLOR

- Relates to clients at emotional level
- Models effective self management

SUPERVISOR

- Relates to counsellor at professional level
- Models effective role management

EXPECTATIONS

COUNSELLING

- Client attends and tries to make use of the counselling
- Not expected to prepare for the session
- Pace is determined by client's readiness to adopt a course of

action

COUNSELLING SUPERVISION

- Counsellor attends and prepares for the session and provides the necessary input
- Pace is determined (usually by supervisor) by the need to reach some resolution before the next counselling session or the next work related encounter (if not a client specific issue)

COUNSELLING VS SUPERVISION

- “Supervisors play multiple roles in the supervision process, and the boundaries between counselling and supervision are not always clear.
- There seems to be basic agreement that the supervision process should concentrate on the supervisee’s professional development rather than on personal concerns and that supervision and counselling have different purposes” (Corey, Corey & Callanan, 2007, p.377).

PURPOSE OF COUNSELLING SUPERVISION

What are the primary goals of counselling supervision?

PURPOSE OF COUNSELLING SUPERVISION

- **It is an ethical requirement:** Supervision is a way of maintaining the accountability of counsellors to their clients.
- A supervisor, besides being responsible to the profession and the client, he/she is responsible for the agency and to counselling practice.
- **It is a necessary resource:** Supervision is a key professional requirement for practicing counsellors as a way of mitigating for their personal burnout, protecting the client and the profession.

PURPOSE

- Enhancing the professional functioning of the supervisee, monitoring the quality of professional services offered to the clients and serving as a gatekeeper for those who are to enter the counselling profession.

GOALS OF COUNSELLING SUPERVISION

- To promote supervisee growth and development.
- To protect the welfare of the client.
- To monitor supervisee performance and act as gatekeeper for the profession.
- To empower the supervisee to self-supervise and carry out these goals as an independent professional.

TO PROMOTE SUPERVISEE GROWTH AND DEVELOPMENT

- The primary goal of supervision is to teaching supervisees how to effectively counsel clients.
- Supervisees must learn from supervision about issues that will translate well into independent practice in the future.
- The broader definition of this goal of supervision is promotion of supervisee growth and development as a competent counsellors and professional.

TO PROTECT THE WELFARE OF THE CLIENT

- Supervision has the dual purposes of promoting personal and professional development and growth of the supervisee and protection of clients (Yontef, 1996).
- A major function of the supervisor is to do everything necessary to ensure that both current and future clients receive competent and professional services from the supervisee.
- To intervene in whatever way when the client is not receiving proper services.

TO MONITOR SUPERVISEE PERFORMANCE AND ACT AS GATEKEEPER FOR THE PROFESSION

- The training faculty should serve as gatekeepers for the counselling profession.
- This gatekeeping function involves monitoring and evaluating the supervisee's competence to become professionals in fields such as counselling, clinical psychology, social work, marriage and family therapy, or psychology.

TO EMPOWER THE SUPERVISEE TO SELF-SUPERVISE AND BE INDEPENDENT PROFESSIONAL

- Assist the supervisee in developing the ability to take over the supervisory function and self-supervise (Bernard & Goodyear, 2009).
- The supervisee develops the skills, awareness, and resources necessary for self-evaluation. They learn problem-solving and decision-making skills and practice self-evaluation and self-supervision.
- It is a process of self-discovery and self-exploration, which can be accomplished as professionals go about helping others. Therefore the supervisee learn to trust their clinical judgment (Morrissette, 2001).

CONTINUATION

- A competent professional will be able to monitor his or her own performance, be aware of the limits of his or her competence.
- Be able to identify how personal issues affect professional practice, and know when and how to seek consultation.

TASK

- Do you think counselling supervision is important?
- Who benefits more from the counselling supervision process?

IMPORTANCE OF COUNSELLING SUPERVISION

- Explore the way supervisees work, stand back and get different perspectives on their clients and their work.
- Become more aware of how they affect and are affected by their clients.
- Relieve emotions, recharge energies and ideals.
- Feel supported in their competence and confidence as professionals.
- Receive feedback which inform the quality of their practice and they develop ethical decision-making skills.

IMPORTANCE

- Supervision is a central form of support, where supervisee can focus on their difficulties as counsellors, as well as have the supervisor share some of the responsibility for their work with the clients.
- Supervision forms part of the supervisees' continuous learning and development as counsellors, eventually helping them to learn how to be supervisors.

IMPORTANCE

- A good supervisor can also help supervisees use their own resources better, manage their workload and challenge their inappropriate ways of coping.
- Finally, there is research which shows that good supervision correlates with job satisfaction (Hawkins & Shoheit, 2000, p.23).

THREE MAIN AREAS OF COUNSELLING SUPERVISION

- Formative (growth-based); the supervisor shares their experience to teach the supervisee.
- Normative (monitoring-based); the supervisor expects the supervisee to account and justify their work.
- Restorative (support-based); the supervisor offers support if the supervisee is struggling with an ethical issue or an aspect of their practice.

PRINCIPLES OF COUNSELLING SUPERVISION

- Counselling supervision enhances staff retention and morale, it is a primary means of improving workforce retention and job satisfaction (Roche, Todd, & O'Connor, 2007).
- Every counsellor, regardless of level of skill and experience, needs and has a right to supervision. Supervision needs to be tailored to the knowledge base, skills, experience, and assignment of each counsellor.

PRINCIPLES

- Counselling supervision needs the full support of agency administrators, counsellors should be in an environment where learning, professional development and opportunities are valued and provided for all counselling staff.
- The supervisory relationship is the crucible in which ethical practice is developed and reinforced. The supervisor needs to model sound ethical and legal practice in the supervisory relationship. This is where issues of ethical practice arise and can be addressed.

PRINCIPLES

- Counselling supervision is a skill that has to be developed. Good counsellors tend to be promoted into the supervisory positions with the assumption that they have the requisite skills to provide professional counselling supervision.

PRINCIPLES

- Culture and other contextual variables influence the supervision process; supervisors need to continually strive for cultural competence.
- Supervisors require cultural competence at several levels; the counsellor's response to clients, the supervisor's response to counsellors, and the program's response to the cultural needs of the diverse community it serves.

TASK

- You have been appointed as a new supervisor in an organization, what should the organization and supervisees expect from you?

WHAT A NEW SUPERVISOR NEEDS TO KNOW?

- The reason for supervision is to ensure quality client care, to protect the welfare of the client and ensure the integrity of clinical services.
- Supervision is all about the relationship therefore, developing the alliance between the counsellor and the supervisor is key to good counselling supervision.

CONTINUATION

- Culture and ethics influence all supervisory interactions. Contextual factors, culture, race, and ethnicity all affect the nature of the supervisory relationship.
- A supervisor should be human and have a sense of humor. As role models, you need to show that everyone makes mistakes and can admit to and learn from these mistakes.

CONTINUATION

- A supervisor should have a model of counseling and of supervision. Before one can teach a supervisee knowledge and skills, one must first know the philosophical and theoretical foundations on they stand. Counsellors need to know what they are going to learn from the supervisor, based on their model of counselling and supervision.
- A supervisor should take care of themselves spiritually, emotionally, mentally and physically.

CONTINUATION

- A supervisor has a unique position as an advocate for the agency, the counselor, and the client. Therefore, they have an opportunity to assist in the skill and professional development of the counsellors, advocating for the best interests of the client and the agency.
- Rely first on direct observation of the counsellors and give specific feedback. The best way to determine a counsellor's skills is to observe him or her and to receive input from the clients about their perceptions of the counselling relationship.

SUMMARY

- We have explored the various definitions of counselling supervision, the difference between counselling and counsellor supervision.
- We have identified the purpose, goals and benefits of counselling supervision.
- We have also discussed the principles of counselling supervision and what a new supervisor should know.

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NEXT LECTURE

Functions of counselling supervision