

# Experiences with a Peer Supervision of Supervision Group



Reflections and Suggestions  
for the practice of  
Clinical Supervision

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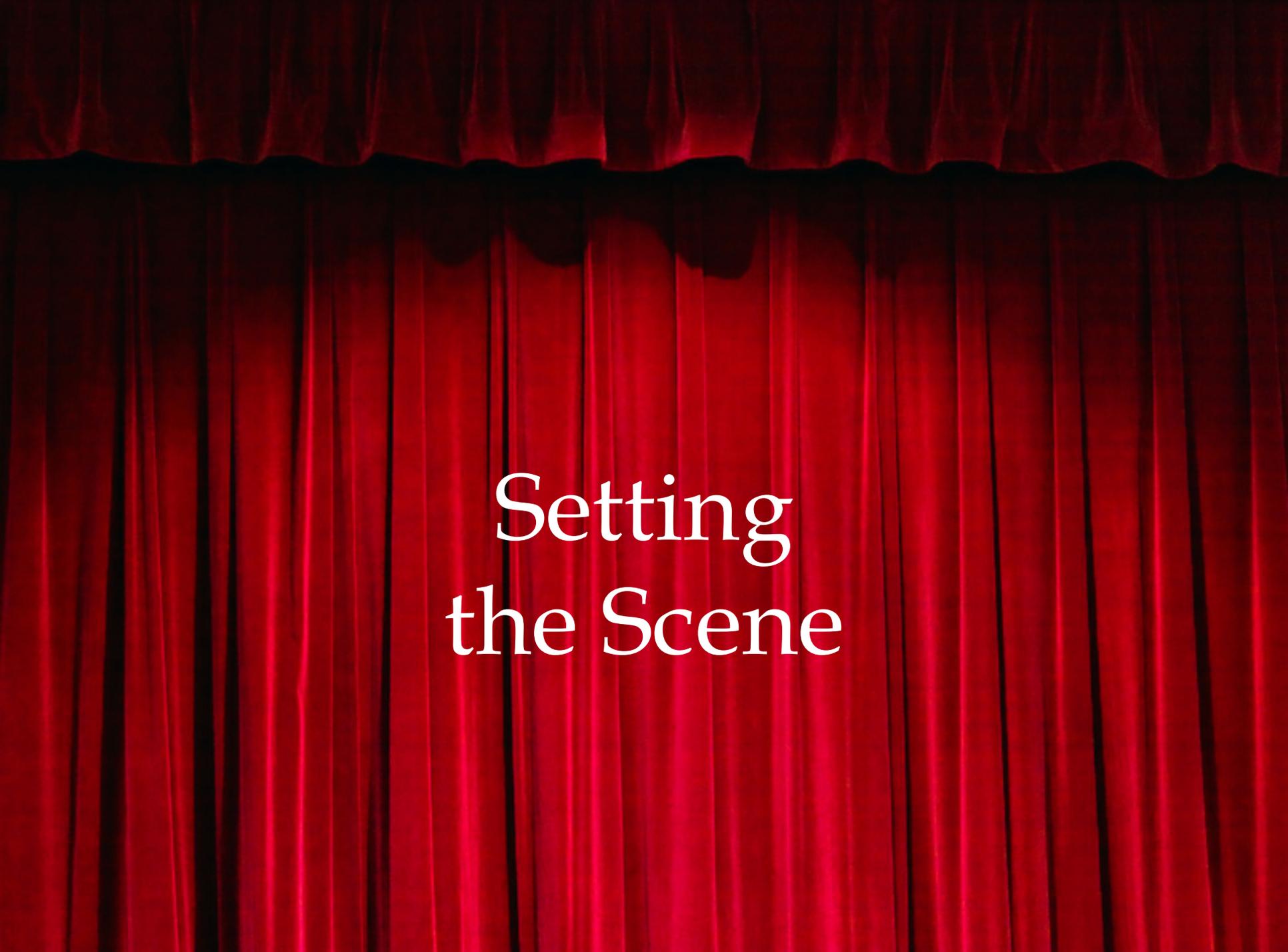
# Learning Objectives



Benefits, challenges and contraindications of Peer Supervision of Supervision (SOS)

Explore existing research on SOS

Experientially engage in Peer SOS, and build a vision to create your own group

A background of deep red, vertically pleated theater curtains. The top edge features a scalloped valance. The lighting is soft, highlighting the texture of the fabric.

# Setting the Scene

# Peer Supervision of Supervision

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Is a structured, supportive process in which supervisors, in pairs or groups, build their skills, knowledge and effectiveness. Peer SOS roles may include:

## Teacher

- Peer SOS processes include giving feedback, and helping each other strengthen skills and knowledge to maintain high standards of practice. (eg. videos, self-assessments)

## Counsellor

- Peer SOS encourages supervisors to remain reflective about their work with students and professionals, and provides space to process experiences. (eg. challenges with self-care)

## Consultant

- Peer SOS is a collegial, collaborative process and relationship. (eg. sharing of resources)

(Bernard & Goodyear, 2014)

# Benefits of Peer SOS



- ❧ Not hierarchical and includes no formal evaluations!
- ❧ Share resources.
- ❧ Receive suggestions for work with supervisees.
- ❧ A space to discuss ethical professional issues.
- ❧ Receive support, as a self-care practice and as a reminder to practice self-care.
- ❧ Gain exposure to other supervision models, practices, and contexts.
- ❧ Contributes to the lifelong professional development of supervisors.

# Potential Challenges of Peer SOS



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- ❧ Difficulty creating structure.
  - ❧ A lack of professional goals.
  - ❧ Dual relationships within Peer SOS.
  - ❧ Protecting confidentiality of supervisees.
  - ❧ Moving beyond a support group!

# Evidence from the Literature



- ❧ Existing research on Peer SOS Groups is very limited:
  - ❧ Often in the context of counsellor education.
  - ❧ Mostly conceptual / sharing specific experiences or programs.
- ❧ Sources:
  - ❧ De Stefano, Gazzola, Audet, & Thériault (2014)
  - ❧ DiMino & Risler (2012)
  - ❧ Haag Granello, Kindsvatter, Granello, Underfer-Babalis, & Hartwig Moorhead (2008)
  - ❧ Haber & Marshall (2009)
  - ❧ Power (2013)

# Characteristics of Existing Peer SOS Groups



- ❧ Variability in degree of structure for the group
- ❧ Range of formats for the group:
  - ❧ Supervisors discussing their experiences with each other
  - ❧ Review of video-recorded supervision sessions for feedback from the group
  - ❧ Live (behind 1-way mirror) supervision of supervision sessions
- ❧ Relationships among group members:
  - ❧ Consultative rather than didactic
  - ❧ Sometimes the same person will provide supervision of practice and SOS

# Functions of Peer SOS Groups in the Literature



- ❧ Providing/receiving support for each other
- ❧ Obtaining different/multiple perspectives about one's supervision
- ❧ Addressing specific problems occurring in supervisor-supervisee relationship
- ❧ Improving supervision competencies and cognitive complexity
- ❧ SOS as a source of self-care
  
- ❧ Often, multiple purposes can be present within a single SOS group session

# Indications that Peer SOS may not be Appropriate



- ❧ Conflicting multiple role relationships
- ❧ Competition among SOS group members
- ❧ If the group ignores group dynamics/processes and interpersonal conflicts
- ❧ Specific supervisor personality characteristics (e.g., more introverted /less assertive) may make individual SOS a better option

# Peer SOS: Role Play!



# Peer SOS: Experiential Learning

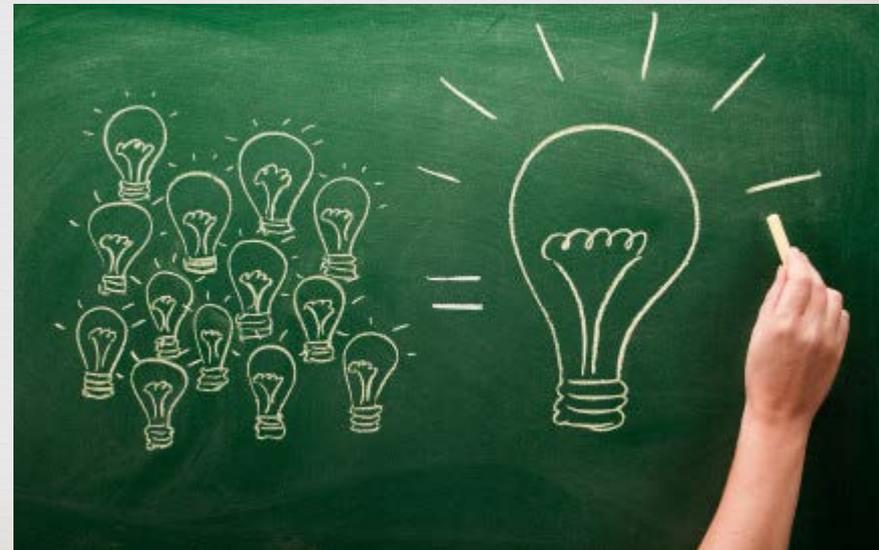


- ☞ In your role-play Peer SOS small group, have one participant discuss a challenge they are facing in their own supervision setting
- ☞ Engage in a supportive discussion role-playing that this volunteer is bringing this challenge to your Peer SOS group.

# Peer SOS: Debrief



- ❧ What went well/not so well?
- ❧ What did you learn?
- ❧ How might this experience influence your future involvement in Peer SOS?



# Top 5 Peer SOS Tips



1. Select a preferred format for your meetings.
2. Establish a collaborative purpose and goals, while also making space for each person's goals.
3. Support and attend to both process and content.
4. Facilitate self-care.
5. Stay current!

# Peer SOS



- How might you create your own group?
- Available networks?



# Thank You!



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