



Providing Group Reflective Supervision Virtually

December 2, 2020

RR-VHV Resources



Webinar recordings, slide decks, and supporting documents are available at: <https://institutefsp.org/covid-19-rapid-response>



Q&A Feature

Please use the Q&A box to submit your questions.

Chat Feature

Please use the chat box to respond to questions that we ask you!

Thank you!




Objectives

- Learn about some of the benefits of group reflective consultation and supervision
- Learn different approaches to group reflective consultation and supervision



National FSP Competencies

- Domain 10: Professional Practice
 - Dimension 35-Reflective practice
 - Dimension 36-Professional development
 - Dimension 37-Professional boundaries
 - Dimension 38-Quality improvement




Presenters



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Poll

Does your team currently participate in group reflective supervision

- Yes, with a mental health consultant
- Yes, without a mental health consultant
- No, not at all



What is Group Reflective Consultation?

- Encourages Self-reflection
- Asks the questions:
 - How does my personal experience influence how I interact with young children and families?
 - How am I impacted emotionally by this work and those I work with?



Group Reflective Consultation

- Using a mental health lens to explore:
 - The power of relationships
 - The use of self as an instrument of change
 - Parallel process – how relationships affect relationships
 - The use of feelings in response to situations as a valuable source of information



Role of Consultant Outside of Groups

- Group reflective consultation
- Individual consultation
- Educational



What is Group Reflective Supervision?

- An opportunity to slow down, observe, listen, reflect, and wonder
- Provide an experience of feeling heard, validated, and affirmed for the work they are doing



What is Group Reflective Supervision?

- An opportunity to develop the capacity to:
 - Shift perspectives
 - Address personal biases
 - Examine and/or set boundaries
 - Learn from one another
 - Feel held by and valued by one another



Structure of Reflective Consultation

- Structure varies depending on the program
- Recommend 2 hrs. twice monthly or e.o.w.
- Provide a safe space for reflection
- Identify and discuss confidentiality rules
- Presence of mental health lens
- Honoring all perspectives



Benefits of Reflective Consultation

- A space where feelings and reflection are valued
- Opportunities to explore the parallel process
- Honor the relationships and connections
- Validation of the work and space we are in
- Support role of supervisor in reflective practice



Challenges

- Providing an environment that is safe enough to encourage reflection while also challenging growth as a professional.
- Engaging those who struggle with identifying and talking about their own emotions.
- Supervisor's approach and willingness to engage.



Structure of Group Supervision

- Outside facilitator- IMH consultant
- Supervisor present
- Agenda for monthly 2-hour meeting
 - Individual check-in
 - Case sharing or specific topic



Structure of Group Supervision

- Shared guidelines are crucial for a safe space
 - Confidential- 'what happens in group, stays in group'
 - Stay curious in questions, not judgmental
 - More support, less solutions
 - Be brave
 - Can't say "fine"- it's a Minnesota thing



Transitioning to Virtual

- Adjusting to nuances
- Accommodating staff's floating attention
- Helping staff rejoin as needed



Benefits of Group Supervision

- Focus on reflection
 - What you bring to the work
 - What the work brings to you
 - All the feels
- Create an intentional shared connection
- Parallel process – supervisor presence



Chat

What do you think your biggest challenge would be?



Challenges

- Supervisor presence
- Time
- Developing team trust
- Engaging staff



Questions



Wrap-up and Reflection



Credits

We extend a special thank you to the team that created this webinar:

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- Joelfre Grant, Brazelton Touchpoints Center
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- Emily Robb, Metro Alliance for Healthy Families
- Alex Rooke, Early Impact Virginia
- Eva Rivera, Brazelton Touchpoints Center
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