

Building A Relationship for Reflection

Presented by JESS TAYLOR-PICKFORD, LCSW, IMH-E®








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Introduction




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A Review

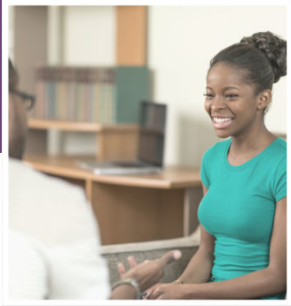
- ✓ Reflective capacity is the capacity to see the meaning, feeling, or intention behind your own behavior or the behavior of another.
- ✓ It takes roots in our earliest relational experiences & is built or strengthened over a lifetime.

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The Reflective Alliance


"A collaborative relationship for professional growth that improves program quality and practice by cherishing strengths and partnering around vulnerabilities to generate growth"

(Shahmoon-Shanook, 2009, p. 8)




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Setting Up the Environment/Space



Free From Interruptions



Private



Consistently Scheduled

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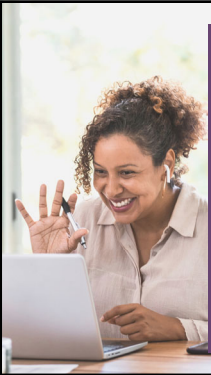


What does setting up the environment in this way communicate to those you are engaging with?

Let's Chat



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Best Practices for Technology


- Know your platform functions and make sure others feel comfortable
- Consider what makes you and others feel regulated when you connect in this way
- Prepare your surroundings to ensure confidentiality and fewer interruptions
- Commit to having your video camera on
- Have a back up plan in place

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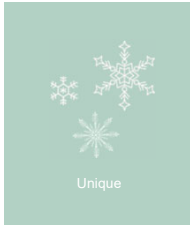
The Reflective Alliance



Mutually Created



Develops Over Time



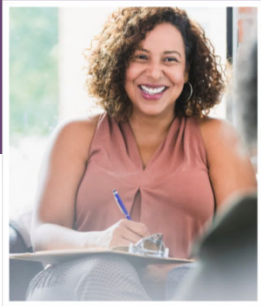
Unique

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Taking the Lead...

- SETTING UP THE ENVIRONMENT
- HELPING SUPERVISEES KNOW WHAT TO EXPECT
- PROVIDING STRUCTURE FOR THE TIME
- CREATING A HOLDING ENVIRONMENT

(WINNICOTT, 1963)



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What a Reflective Supervisor Can Offer

Safety	I will accept what you have to tell me. I will listen carefully and respond as I am able. I will set limits for you that are clear, firm, and fair. I will be available if you need me.
Consistency	I will explain the work as I understand it and respond to you with care and concern. If something is not clear to me, I will ask you to tell me a little more.
Dependability	If we schedule a meeting time, I will make every effort to be there when I said I would. I will let you know where you can find me if I am going to be away.
Respect	I will accept you and all that you tell me. I will not be judgmental. I will keep what you tell me between us and not share it with others without your permission.
Honesty	I will be open with you. I will let you know when I think things are going well for you and for the families you are working with. I will also let you know when I have concerns.

Stamp Activity

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What a Reflective Supervisor Can Offer

Curiosity	I will remain attentive, inquisitive, and open to what a supervisee says, exploring possibilities while staying grounded in what the facts are.
Thinking/Feeling	I will allow myself to have thoughts and feelings in response to the "stories from the field," brought to me during the supervisory hour.
Compassion	I will remain nonjudgmental, patient, and empathic in response to what a supervisee tells me about their work, the nature of their interactions, or the feelings awakened in the presence of the developing relationship.
Shared Attention	I will notice, wonder about, and respond to the experiences of the infant, parent(s), and home visitor as I observe and listen to what the supervisee tells me.

Stamp Activity

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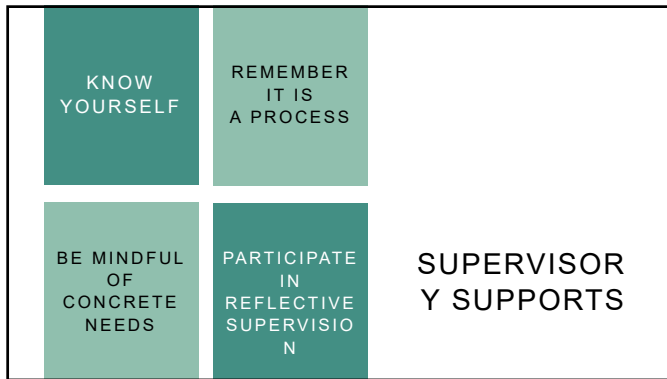
Michigan Wheel

REFLECTIVE Supervision


- Context/ROOS*
- Structure of Environment*
- Supervisory Behaviors*
- Supervisor Qualities*

*Bryman, Holmes, Harris & Cox, Reflective Interaction Observation Scale (2014)
**Lambert, Woodworth & Parker, Self-Reflection Scale (2013)

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What a Supervisee Brings

A wealth of experiences that can influence their work and use of reflective supervision.

Questions to Consider

- What professional experiences does my supervisee bring?
- How has my supervisee experiences supervision in the past?
- How might that impact how they are able to use supervision now?
- What aspects of their identity and experience influence their work with young children and families?

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Role of the Supervisee

I will come on time, prepared to share detailed observations, thoughts, feelings, and concerns.

I will be open to becoming aware of my feelings as they relate to what I see and do.

I will ask questions that challenge my assumptions, values, and beliefs.

I will explore and share my thoughts and feelings, increasing my awareness of self and enriching my understanding of others.

I will act on my new awareness and learning to strengthen my practice.

I will allow you to support me in the difficult work I am doing with young children and their families.

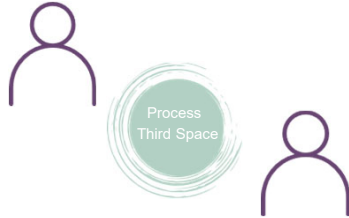
Weatherston & Barron (2009)

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The Space Between

Bill Schafer (2010) on the space between

"There is more to good [reflective] supervision than just you and your supervisee. There is a third thing, called the Process...Trust it. It is wiser and more powerful than either of you"



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CHALLENGES TO THE REFLECTIVE PROCESS



BALANCING
DUAL ROLES



OVERWHELMING
EMOTIONS



REFLEXIVE
RESPONSES

Stamp Activity



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Challenges to Maintaining Dual Roles

- UNDERSTANDING & ADDRESSING POWER DYNAMICS
- LEARNING TO PROVIDE AN HONEST PERFORMANCE EVALUATION
- INCREASING CAPACITY FOR THE REFLECTIVE PROCESS
- TIME MANAGEMENT



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5 Tips for Success in Balancing Roles

1. Fully explain the approach early & revisit as needed
2. Be aware of your supervisee's past experiences with supervision
3. Set an agenda that gives time for administrative needs & reflection
4. Check-in on the supervisory relationship
5. Get support in balancing and navigating dual roles

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Overwhelming Emotions

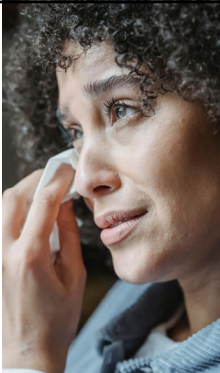
Maci is an experienced interventionist in your program. You worked alongside Maci for a number of years before you were promoted to a supervisory role.

Initially, you were nervous to make the shift from peer to supervisor, but it seemed to have gone fairly smoothly. You have grown into providing reflective supervision over the last year.

Maci recently began work with a 2 year old child and mother. The mother appears to have undiagnosed depression and is socially isolated. Maci seems to feel that it is "all on her" to address the mother's issues, which seemed to have worsened when the child's father left.

Maci has growing concerns about mother's ability to meet her child's developmental needs. Within the session Maci offers coaching, but mother is "not motivated" to engage and just lets Maci engage with the child. Maci feels she has tried everything and today, when she comes into supervision, she is overwhelmed. "I just can't do it anymore" she states before erupting into tears in your office.

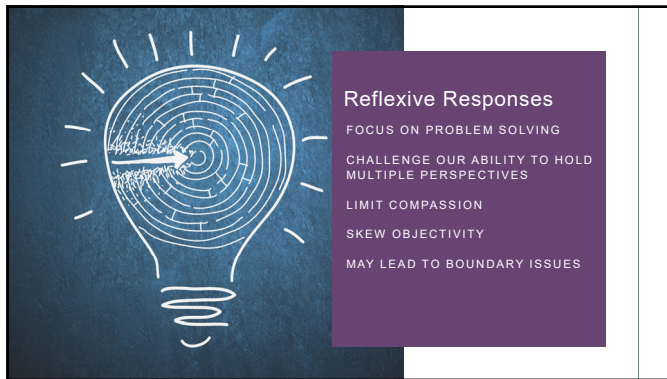
As her supervisor, what is your role in this moment?



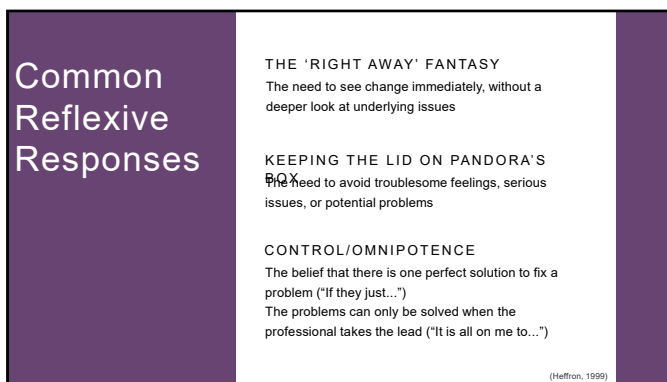
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CHECK IN WITH YOURSELF	MANAGE YOUR OWN EMOTIONAL RESPONSES	ADDRESSING OVERWHELMING EMOTIONS
AVOID YOUR OWN REFLEXIVE RESPONSES	FIND IN ROADS TO THE WORK	

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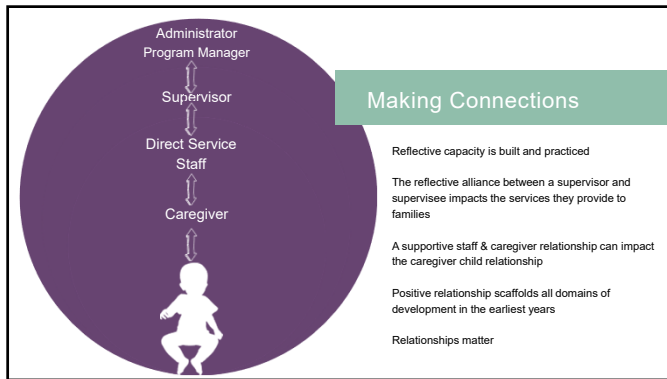
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Write It Down

Think of a caregiver or supervisee that really seems to struggle with being reflective.

Write down 1-2 statements in each category that you can say to them during your next session to help them begin moving to a more reflective state.

I notice...

I see...

It really reminded me of...

I wonder if...


It can be so difficult when....

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Questions
&
Discussion

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Complete the Survey to Receive the Certificate!



CERTIFICATE OF COMPLETION
Integrated Training Collaborative's
Talks on Tuesdays Webinar

Building A Relationship for Reflection
Part II

March 1, 2022
DATE
TRAINING LENGTH: 1 HOUR

Virginia Sh Hull
Virginia Early Intervention
Professional Development Specialist

Diana Meadows
Virginia Early Intervention
Professional Development Specialist

NOT E Make sure to download and save the certificate to your desktop


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Stay tuned for the next Talks on Tuesday!

Durable Medical Equipment Available to Families through CATS

April 5th, 2022

With Melissa "Missy" Rose, PT, DPT, C/NDT



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