



## Topics of Supervision

**What could the topics look like within the individual supervision sessions?**

### **First (introductory) session:**

In the introductory session, it is important to consult several formal issues. During this session, the supervisor has the opportunity to communicate all the details concerning the individual upcoming supervisory meetings. Supervisees can clarify the conditions, form, and course and, if necessary, reconsider their participation. These introductory meetings are most important for both - supervisor and supervisee. In addition, it can help to ensure that oncoming supervision meetings will be beneficial.

**The topics of the first session should therefore be: Supervisory Disclosure, Contract of supervision, Previous experiences of supervision, Discussion about supervisee's learning style**

### **Second and third sessions:**

The second and third supervisory meetings should focus on clarifying the goals.

During the second meeting, the supervisee needs to clarify the goals and expectations regarding the supervisory meetings. In addition, it is important to define goals, but also expectations about supervisor and sessions. At the same time, it is desirable to know what is needed for self-development and self-care.

**The topics of the second session should be: Draft of supervisee's goals and goals of supervision meetings, Establishment of sessions, Review agency culture, expectations of self-care and work culture**

At the third meeting (following the previous ones) the individual goals can be discussed more. In particular, it is possible to set a timetable for what is needed to achieve the set goals and what could hinder their achievement.

**The topics of the first session should therefore be: Review staff onboarding and training schedule and goals, Finalize three-month goals with review date**

### **Ongoing sessions:**



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After the introductory meetings, it is possible to address the individual tasks of supervision. However, the inaugural meeting is very important to clarify what is the purpose of supervision and what is needed to be of benefit to the supervisee. In case the supervisee or supervisor feels the opposite, the set goals and expectations may be consulted again. To ensure progress, it is therefore possible and also required during the next meetings to deal with these topics again, to return and consult them.

In addition, various topics related to practice, progress, or difficulties that prevent it are discussed during these meetings. However, the supervisor should make sure that the meetings are consistent, meet the expectations of the supervisors, that the topics are relevant and that their timing within the meetings is adequate. In this supervision differs from other types of consultation (debriefing) or interventions, therapy.

**The topics of the second session should be: Review and update progress on goals, Manage supervisee needs and performance, Acknowledge strengths and accomplishments, Areas of concern, examples and action plan to support professional growth – review, Ensure consistency of meetings**

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