



TIS – best practices

Best practices for reflective supervision:

- Hold a regularly scheduled meeting without interruptions or distractions (phone, door, etc.)
- Follow an agreed upon agenda
- Be accessible and available in the event of crisis
- Be emotionally present
- Observe and listen carefully
- Avoid judgment
- Be compassionate and respond with empathy
- Model open communication
- Focus on building the relationship and on being genuine
- Listen for worker emotions and invite the sharing of feelings
- Provide supportive feedback and build on worker strengths
- Create an open environment to share challenges and mistakes
- Help the worker find meaning in their work
- Inquire about and support self-care
- Maintain a balance of focus on the worker, and on their cases
- Use motivational interviewing techniques
- Ask for feedback

<https://www.pacesconnection.com/g/becoming-a-trauma-informed-and-beyond/fileSendAction/fcType/0/fcOid/475599658546455450/filePointer/475599658546455545/fodoid/475599658546455539/3rd%20Edition%20TI%20Supervisor%20Workbook.pdf>