Intervision

What is the intervision?

- It is a form of knowledge development that takes place through consulting the experiences. It can contribute to a new insight into the problem.

- The ideal intervision group consists of about five to eight participants.

- In the intervision participants together dissect a problem by asking questions to the case provider.

Why are intervisions important?

Intervision helps with the development of so-called learning skills and soft skills:

- Active listening
- Sense of empathy
- Creative thinking
- Innovative problem solving
- Improved teamwork
- Solidarity between participants

Intervision - structure

However, even if it should be about sharing and consulting among colleagues from similar professional areas, it should also have some steps. What should intervision look like?

1. Preparation - At the outset, it is important to agree on when, where, and how such meetings will take place. It is also very important to agree on who will be the facilitator to oversee the process. It is also important to agree on how the individual cases will be discussed.

2. Introducing an issue – sharing the issues with the group. Each participant is given three minutes to explain their problem or challenge.

3. Question round - During the second step, participants will ask each other questions to clarify certain details and learn more about the topic and problem. The information obtained through the

questions needs to cover the full scope of the problem, i.e. not to start discussing before all the important facts are known. This part should therefore be made up of questions.

4. Brainstorming – in this step group discusses how the problem can be approached from different angles, and potential solutions can be tested in theory. The relevant information can be written on a whiteboard. The participant who introduces the case can listen, but should not converse with other participants about the case in this step.

5. Recommendations - Based on the brainstorming session, the participants make and share a list of recommendations. Advice should be concrete with feasible suggestions and recommendations. The participants should give their recommendations within two minutes.

6. Feedback - During this step, the person who introduced the problem will take time to give feedback about the recommendations that have just been made. Finally, the case provider will summarize the added value of the session and what they will remember for the future.

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