

Reflective Supervision Training Video Series Discussion Questions

Video 1: Introduction to Reflective Practice

- Is there a time where you felt understood and supported in your organization? What made you feel that way and how did it impact you?
- How do you think reflective practice can support staff in addressing the emotional impacts of working with children and families who have experienced trauma?
- What are some examples of reflective practice you think would be helpful in your organization?

Video 2: What is Reflective Supervision?

- What do you think are the most important components of quality supervision?
- What are some examples of “points of entry” to ask reflective questions that you might hear in supervision?
- Have you ever asked reflective questions in supervision before or been asked a reflective question by a supervisor? What was that experience like?

Video 3: Reflective Listening and Emotion-Focused Questions

- Do you have experience with reflective listening? If so, what did you find easy or challenging about listening to hear and not respond or fix?
- How do you think you’d feel talking with a supervisee or supervisor about emotions related to the work?
- What are some situations that might come up in supervision and benefit from an emotion-focused question? Can you think of examples of emotion-focused questions to ask?

Video 4: Supervisor Modeling and Compassion Satisfaction

- What are some ways you can model sharing your own emotional reactions for staff? Is this something that is regularly done and normalized in your organization? Why or why not?
- How would you set a boundary about what can be addressed during supervision and what is outside the scope? What are some examples of outside supports that staff can utilize if needed to help maintain boundaries?
- How often do you share about the small successes and joys of your work with others? What is something about your job that brings you joy?