

How to be a Reflective Supervisor



Come to Supervision with a Reflective Lens

- Bring moments, not just tasks. Come prepared with topics that need deeper exploration such as interactions that felt challenging, emotionally charged, confusing, or surprising.

• I have two case updates, but I'd really like to spend some time unpacking why yesterday's interaction felt so stressful for me.



Be Vulnerable, Open, and Authentic

- Be honest about emotional reactions. Growth happens when you're willing to step out of your comfort zone.

*• That situation brought up more emotion for me than I expected.
• I'm noticing that I get really frustrated with that family.*



Ask your supervisor for the space

- Proactively signal that you want reflective time

*• Can we take a few minutes to unpack what came up for me in that case?
• I'd like to process my reaction to a situation from this week—could we build that into our meeting?*

- Collaborate on structuring reflective time

• I notice our supervision time tends to get filled with tasks. Could we set aside the last 10 minutes for reflection each week?

- Share what helps you reflect best

*• I process things out loud. Can I take some time to talk through what I'm feeling about this case?
• I usually need a little time to think things through on my own before I talk about them. Would it be okay if we circle back to this in our next supervision?*