

Audio transcript

A professional supervisor

I think being able to give good, clear feedback is a really important skill...whether it's in supervision or in a session with young people.

A simple formula that I try to use is what is sometimes called a 'praise sandwich': begin with a positive observation before introducing a negative point and then end with another positive observation or affirmation. I always try to make my feedback clear and specific.

As I've got more confident and experienced as a supervisor, I'm also more confident about asking for feedback on my own performance. ...Is the supervisee getting what they want from our supervision?... Are there things that I could improve that would help them get more from supervision? ...Can they identify one thing that I have done that has helped them to learn, and one thing that has been a block to their learning? ...And so on...

It can feel a bit scary exposing yourself at the beginning, but I've received some very valuable information that has helped me to think, learn and develop my professional practice...