

Some possible questions to consider when a counsellor is seeking a supervisor

From the NZAC National Supervision Committee – December 2017

We offer these questions to you for reflection as you prepare to search and negotiate a new supervisory relationship. These are not exhaustive, but are intended to support your process for reflecting on the kind of supervision you have experienced, and the kind of supervision that you intend to shape with your new supervisor.

What kind of conversation would you hope for when exploring a new supervision relationship?

What would you like to know about the person you are approaching?

What would you think you need to discuss?

What are you seeking specifically in supervision?

The NZAC Code of Ethics (2002/2016, S. 9) states that “Professional supervision is a partnership. It is a contractual, collaborative and confidential process, based upon informed consent”.

The following questions are offered to members as possibly useful when engaging in initial discussions with a potential supervisor. They are not given in a specific order to follow, but offer a range of aspects about supervision you might attend to when negotiating a new relationship. A number of articles in NZAC publications are also referenced to support thinking around conversations for new and ongoing supervision relationships:

Questions a counsellor might ask a prospective supervisor:

- What is your professional membership? What Code of Ethics do you work to?
- What are the particular approaches you take in your counselling and/or supervision work?
- What kind of supervision do you offer?
- Do you work with Provisional Members seeking to upgrade to Full Membership?
- Do you work with counselling students?
- Do you have any qualifications in supervision?
- How long have you been supervising / supervising counsellors?
- In what ways will you be supporting, and encouraging, and documenting evidence on my personal and professional development?
- Do you offer ‘spot’/crisis supervision?
- Are you in supervision for your supervision practice?
- How do you maintain professional development for your supervision practice?
- How would you understand review of our relationship, and our supervision work – and how often?

Ideas from Kathie Crocket (2004):

- Could you tell me something about the context that has informed your current supervision practice?

- What can you say about the relationship between your approach to counselling and your approach to supervision?
- Could you say something about the principles or practice truths you hold in your work in supervision?
- What else might be relevant to ask?

Questions a supervisor might ask the counsellor:

The Supervision Committee recommends that you are familiar with Section 9 of the NZAC Code of Ethics (2002/updated 2016).

- Has your experience of supervision been one of partnership? How would you speak to your hopes and intentions about what partnership would look like?
- Has your experience of supervision been a process that was contractual, collaborative and confidential? How can we explore what that will look like together?
- Has supervision been a process involving informed consent? What might this mean for us?

9.1(c) Has your supervision be with a person who is not in a position of authority over you and your work? How could we make visible the power relations present within our relationship together?

9.1(d) How will we explore and come to know when supervision might not respond to questions around culture in your practice, so that you can seek appropriate consultation?

Is there anything in particular that we should name/disclose that might have effects for our working together? (e.g. religion, age, culture, sexuality?)

For counsellors and supervisors:

The following articles/chapters may be useful resources to support reflection and professional development and can be sourced, either online from NZAC newsletters and NZ Journal of Counselling (Members of NZPA might access *Ata: Journal of Psychotherapy Aotearoa New Zealand*), or purchased locally:

Contracting / Establishing working agreements

- Crocket, K., & Flanagan, P. (2013, April). Supervision agreements – what are we signing up for? *Counselling Today / Nga Korero Awhina Newsletter*.

Culture and supervision

Counselling Today / Nga Korero Awhina Newsletter

- Allison, B. (2013, August). Cultural supervision.
- August-Tampeau, R. (2013, September). Cultural safety & cultural supervision.
- Flanagan, P. (2013, June). Perspectives on cultural supervision
- Rewita-Kelly, T, & Meyer, M. (2013, November). Paanui from the NZAC Conference 2013

New Zealand Journal of Counselling

- Crocket, K., Flanagan, P., Swann, H., Swann, B. Soundy, T., Smith, B., Simpson, N., Pizzini, N., Frayling, M., Frayling, I., Finnigan, S., Campbell, D., Bush, D., Bruce, A., Baird, J., Allen, J., & Alford, Z. (2015). Supervision as cultural partnership: Contributions to dialogue. *Ata: Journal of Psychotherapy Aotearoa New Zealand*, 19(1), 67-81. doi:10.9791/ajpanz.2015.06
- Crocket, K., Flanagan, P., Alford, Z., Allen, J., Baird, J., Bruce, A., Bush, D., Campbell, D., Finnigan, S., Frayling, I., Frayling, M., Pizzini, N., Simpson, N., Smith, B., Soundy, T., Swann, B., & Swann, H. (2013). Supervision and culture: Meetings at thresholds. 33(1), 68-86.
- Rewita, T. (2013). A response to "Supervision and culture: Meetings at thresholds". 33(1), 87-91.

Ata: Journal of Psychotherapy Aotearoa New Zealand

- Crocket, K., Flanagan, P., Swann, H., Swann, B. Soundy, T., Smith, B., Simpson, N., Pizzini, N., Frayling, M., Frayling, I., Finnigan, S., Campbell, D., Bush, D., Bruce, A., Baird, J., Allen, J., & Alford, Z. (2015). Supervision as cultural partnership: Contributions to dialogue. *Ata: Journal of Psychotherapy Aotearoa New Zealand*, 19(1), 67-81. doi:10.9791/ajpanz.2015.06

Moemoeā: Māori counselling journeys

- Rewita, T., Swann, H., Swann, B., & Crocket, K. (2017). Where supervision and culture meet: Kawenga whakarurutanga. In *Moemoeā: Māori counselling journeys*, edited by K. Crocket, E. Davis, E. Kotzé, B. Swann, & H. Swann (pp. 215-227). Auckland, NZ: Dunmore Publishing.

Students / Recording in supervision

- Gossman, M. (2011). Trainee counsellors' perceptions of their experiences of recording for supervision. *New Zealand Journal of Counselling, Special Issue*, 59-75.

External supervision

- Crocket, K., & Flanagan, P. (2013, April). Supervision agreements – what are we signing up for? *Counselling Today / Nga Korero Awhina Newsletter*.
- Flintoff, V., & Flanagan, P. (2010). Exploring the landscapes of external supervision. *New Zealand Journal of Counselling*, 30(2), 78-104.

Supervision across professional disciplines

- Crocket, K., Cahill, F., Flanagan, P., et al. (2009). Possibilities and limits of cross-disciplinary supervision: An exploratory study. *New Zealand Journal of Counselling*, 29(2), 25-46.

Effects of supervision for counselling practice

- Crocket, K., Gaddis, S., Day, C., et al. (2007). Shaping supervision practice through research: Effects of supervision for counselling practice. *New Zealand Journal of Counselling*, 27(1), 55-69.

Supervisor responsibility

- Crocket, K., & Flanagan, P. (2013, April). Supervision agreements – what are we signing up for? *Counselling Today / Nga Korero Awhina Newsletter*.
- Crocket, K., Cooper, D., Crockett, J., et al. (2004). Responsibility in counselling supervision in New Zealand: An exploratory study of supervisor perspectives. *New Zealand Journal of Counselling, 25(2)*, 18-32.

Supervision in careers work

- Mortlock, S., & Parkin, F. (2004). A mirror? A rainbow? A check? A map?: Metaphors and frameworks for careers supervision. *New Zealand Journal of Counselling, 25(1)*, 1-8.

Supervisor Accreditation

- Darragh, F. (2012, November). Frances Darragh - Accredited Supervisor of NZAC. *Counselling Today / Nga Korero Awhina Newsletter*.
- Greenwood-Havea, D. (2012, September). Diane Greenwood-Havea - Accredited Supervisor of NZAC. *Counselling Today / Nga Korero Awhina Newsletter*.

Recommended reading

- Crocket, K. (2004). Producing supervision, and ourselves as counsellors and supervisors: A narrative letter. In M. McMahon & W. Patton, *Supervision in the helping professions: A practical approach*. (pp. 157-167). Frenchs Forest, NSW, Australia: Prentice Hall/Pearson.