



Reflective Supervision: The importance of supporting those who support first-relationships

Bridget Carranza, MFT & Lee Lacerdo, LCSW, IMH-E®

Quick Review of Infant Mental Health



C.A.R.E.S

- **CONSISTENT:** *instills trust/ supports a sense of self-worth*
- **AVAILABLE:** *prioritizes/ manages own stress appropriately*
- **RESPONSIVE:** *provides safety/ nurtures*
- **EMOTIVE:** *emotionally available/ offers range*
- **SENSITIVE:** *understands growth/ accepts changes*



Isn't supervision just supervision?



Administrative/Agency Supervision

- Performance evaluation
- Case management/paperwork
- Monitor productivity

Clinical Supervision

- Diagnostic impressions and diagnosis
- Discuss intervention, strategies, and treatment plans
- Review ethics and boundaries

Reflective Supervision

- Emphasis on personal reflection in relation to the work
- Attends to the emotional content of the work and how reactions to the content affect the work.
- Both supervisor and supervisee must be emotionally present
- Parallel process

3 Building Blocks of Reflective Supervision

- **Regularity**
 - Neither reflection nor collaboration will occur without regularity of interactions
- **Reflection**
 - Examine our thoughts and feelings about the experience and identify the interventions that best meet the client's goals
 - Provide empathetic, nonjudgmental ear to the supervisee.
 - Allows staff to experience the very sort of relationship that she/he is expected to provide to clients.
- **Collaboration**
 - Allows for a clear understanding of the expectations of each partner
 - Sharing of responsibility and decision-making

-
- Reflective supervision is “the place to understand the meaning of your work with a family and the meaning and impact of your relationship with the family.” ~ Jeree Pawl



The Reflective Cycle (Gibbs, 1988)
Reference Gibbs, G (1988) Learning by doing: A guide to teaching and learning methods.
Further Education Unit. Oxford Polytechnic: Oxford

Benefits

- RS helps staff/professionals cope with job-related stress and burnout
- Contributes to overall job satisfaction and job performance
- Supports staff/professionals ability to manage emotional responses to their work
- Increases professional development

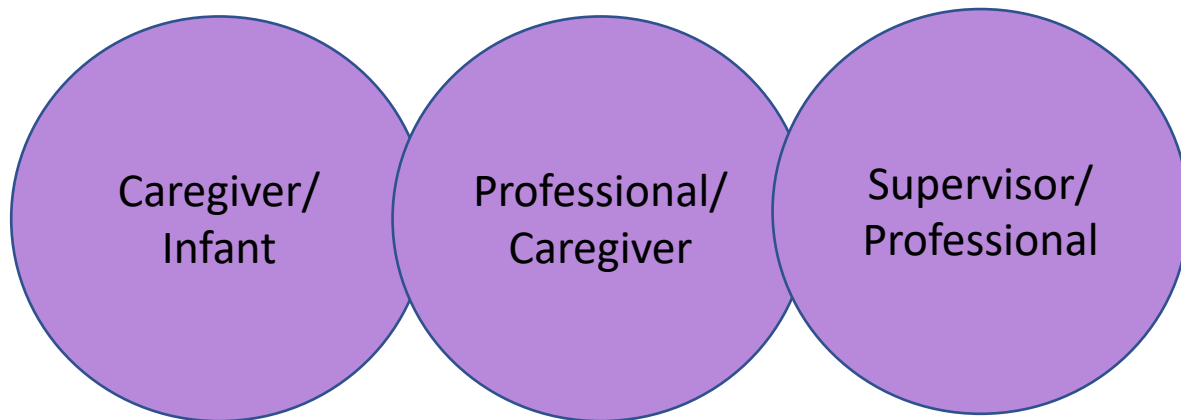
<https://mi-aimh.org/reflective-supervision/best-practice-and-consultant-competencies/>



Let's practice!

You have a new referral for a family who “is struggling with transitions” and you are meeting in the family home. You have met with Mark (19) 4 times, who is coping with many stressors including being a new single parent to a 2-month-old daughter. Mark has expressed being tired and overwhelmed that has impacted his full-time job, creating conflict with his boss. Mark’s mother cares for baby when Mark is at work. During visits you notice that Mark cares for baby until she begins to fuss, and maternal grandmother will immediately take baby from Mark. During the last visit during this similar exchange, you suggest that Mark continue to hold baby and work through the parenting challenge. Maternal grandmother says, “She wants me” and takes the baby into another room. You are feeling frustrated that Mark does not seem engaged and you are having a difficult time building rapport. You defiantly do not feel like you are working with the entire family. You want to bring this case to reflective supervision.

Parallel Process



What every relations needs

- Nurturance/Positive Regard
- Empathy/Understanding
- Being Present/Reliable
- Validation/Affirmation
- Safety/Holding Space



What I get from Reflective Supervision:

- I get to know myself better – personally and professionally
- I have an opportunity to process the tough and emotional stuff – biases and blind spots
- A safe space to unpack my thoughts and feelings
- I feel heard and validated
- Reassurance that I am doing okay



As a professional – what is coming up for you if you are working with this family?





FIRST RELATIONSHIPS

Promoting the emotional health of Hawaii's youngest.

Where do we go from here?

- Association for Infant Mental Health (AIMH-HI)
- <https://aimhhi.org/>
- Resources
- Trainings
- Consultations
- Membership
- <https://aimhhi.org/>

References:

- Association for Infant Mental Health. <https://aimhhi.org/resources>
- Michigan Association for Infant Mental Health. <https://mi-aimh.org/reflective-supervision/best-practice-and-consultant-competencies/>
- Reflective Supervision: A guide for region X to enhance reflective practice among home visiting programs. https://98d56ee6-fec6-4082-bba5e636d3bce33c.filesusr.com/ugd/81c7f3_767b30f3eeab4ae9a104e94ad0d069fe.pdf