

SUPERVISION



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AGENDA

BENEFITS, REQUIREMENTS, & CHALLENGES

SUPERVISION PLANNING

MODES OF SUPERVISION

IN VIVO SUPERVISION

TRAUMA INFORMED SUPERVISION

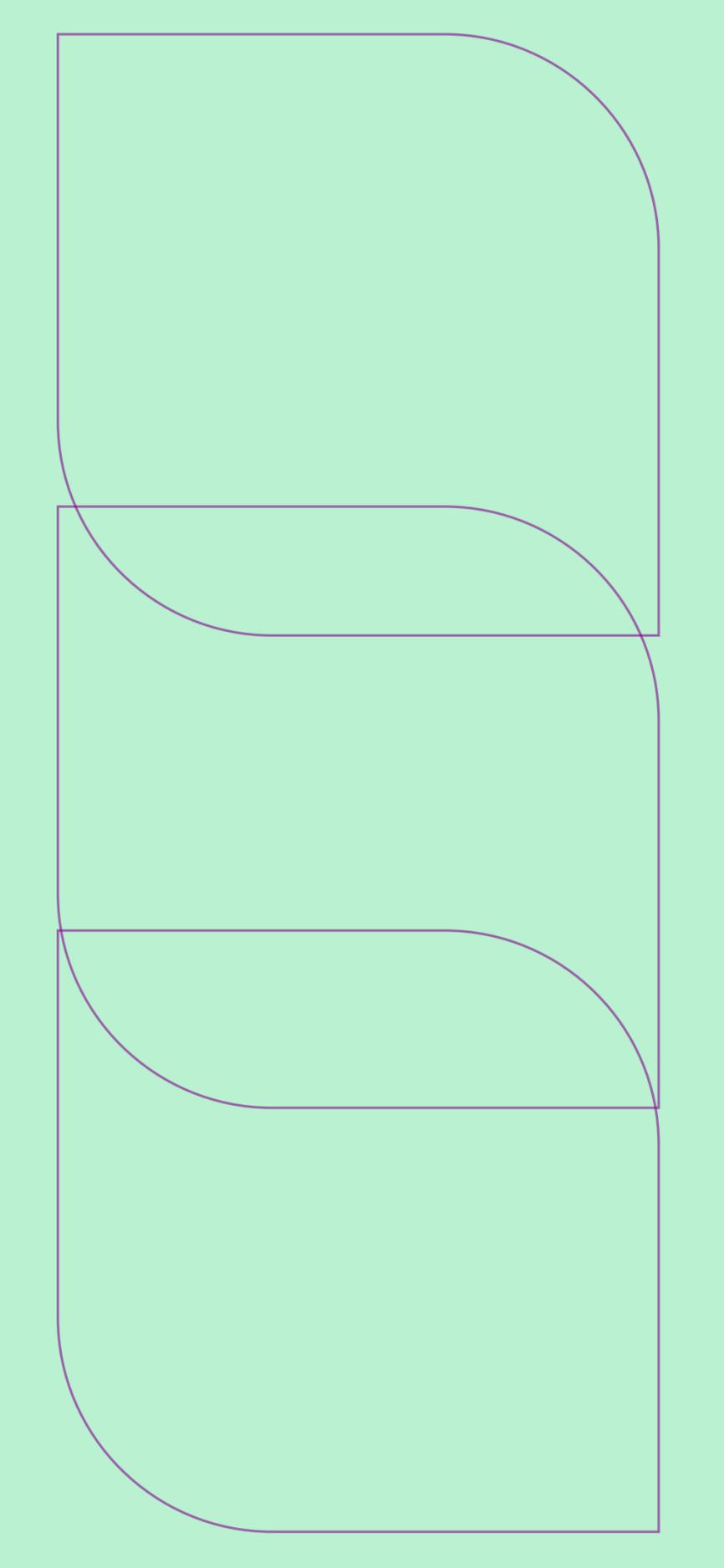
SUPERVISING PEERS

ACCOUNTABILITY WITH COMPASSION

EVALUATING SUPERVISION

ACTIVITY!





SUPERVISION BENEFITS

- Ensures responder competence and quality services
- Promotes professional development and retention
- Supports accountability, and adherence to ethical & legal standards
- Enhances team cohesion and job satisfaction

SUPERVISION REQUIREMENTS

Louisiana Behavioral Health Services Manual: Section 2.3:
Outpatient Services – Crisis Services, Supervision, p. 6–8

- Must be provided by an LMHP for:
 - FT 4 hours a month
 - PT 2 hours a month
- At least 1 hr must be individual, the remaining can be in a group format with 6 or less ppl
- Up to 75% can be virtual
- Include episodes of care with interventions



CHALLENGES TO SUPERVISION

TIME CONSTRAINTS

Build your supervision into your work. Protect this as sacred time and it will payoff in decreased questions between session and improved service outcomes!

Undefined agendas and goals and disorganized sessions can lead to a lack of engagement and values for both supervisees and supervisors.

DISORGANIZATION

TEAM RESISTANCE

Build trust by explaining the purpose and benefits of supervision & coaching. Start with small, achievable goals to build momentum.

Create a collaborative relationship where employees feel empowered, not judged.

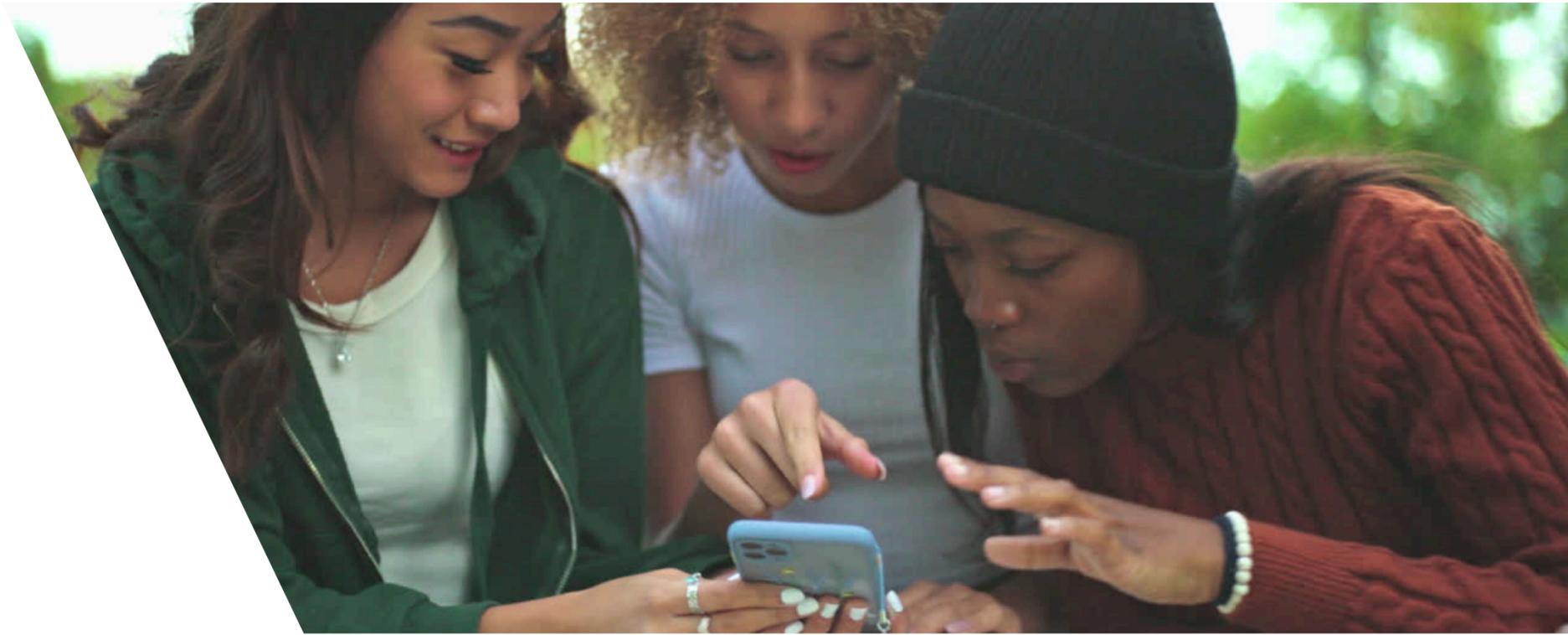
POWER DYNAMICS



HAVE A PLAN

- Create psychological safety by having sessions regularly and scheduled ahead
- Collaborate with team members to create an agenda in advance
- Prepare ahead for the session
- Follow up and do what you say you will do

MODES OF SUPERVISION



ADMINISTRATIVE

Enhances professional knowledge, skills, and ethical practice through training, feedback, and mentorship.

SUPPORTIVE

Focuses on addressing the emotional well-being, reducing stress, and fostering resilience to prevent burnout.

EDUCATIONAL

Ensures accountability and compliance with organizational policies, performance and resource management.

IN VIVO SUPERVISION

**INVOLVES DIRECT, REAL TIME
OBSERVATION AND GUIDANCE DURING
LIVE CRISIS RESPONSES**

Benefits include:

- Immediate feedback to responders enhances skill development.
- Ensures client safety by allowing timely intervention.
- Builds responders' confidence in high pressure situations.



WHY SHOULD OUR SUPERVISION BE TRAUMA INFORMED?

Unmute or type your answers in the chat!

SECONDARY TRAUMA

STS is an acute response to traumatic material and can look like PTSD.

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Anyone exposed to others' traumatic stories & experiences is vulnerable
(Many, 2020)

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Symptoms of STS parallel post-traumatic stress disorder (re-experiencing, avoidance and numbing, and persistent arousal.

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The fundamental difference between STS and PTSD relates to the nature of the stress. You experience directly vs. Through someone else's experience(s).

•

Empathy has been identified as one of the mechanisms of transfer between primary and secondary trauma. The empathy that is so critical to working with traumatized people also increases the likelihood of secondary trauma.

Prepare

Relationships

De-briefings after stressful incidents

- What happened?
- How did we respond?
- Could we have done anything differently?
Would it have changed the outcome for the better?

TRAUMA INFORMED SUPERVISION

HELPING TO PREVENT SECONDARY TRAUMA

CHALLENGES PEERS MAY FACE:

- Boundaries and roles
- Secondary trauma and burnout
- Stigma and discrimination
- Role confusion
- Bias or negative attitudes from other team members
- Confidentiality concerns
- Poor team functioning or work environment



SUPERVISING PEERS

- HONORING LIVED EXPERINCES
- REGULAR SUPERVISION AND CHECK-INS
- ONGOING TRAINING AND DEVELOPMENT
- COLLABORATION WITH CLINICAL TEAM
- CASE REVIEW AND FEEDBACK
- BOUNDARY MANAGEMENT
- SELF-CARE SUPPORT
- DEFINE CLEAR ROLES

**IF A TEAM MEMBER
DISREGARDED FEEDBACK FROM
A PEER IN GROUP SUPERVISION,
HOW WOULD YOU HANDLE IT?**

Unmute or type your answers in the chat!

ACCOUNTABILITY WITH COMPASSION

Accountability with compassion is a practice that involves holding people accountable while still showing empathy and understanding.

Key Components:

- EMPATHY
- USE A STRENGTHS-BASED APPROACH
- BE CLEAR
- WORK TOGETHER
- AVOID SHAMING
- SEPARATE BEHAVIOR FROM PERSON
- UNDERSTAND MISTAKES
- OFFER TIMELY FEEDBACK
- SET BOUNDARIES

Sample Group Supervision Agenda

- Check in
- Training highlight of the week
- System success(es)
- System concern(s)
- Update progress from goals set in last staffing/supervision
- Episode of care #1 & #2
 - Use the 3 C's a model to walk through the response

USE SELF EVALUATION

Reflect on your practice.
Assess areas of strength
and improvement, and
align your approach with
the needs of your team
and organizational goals.



ASK FOR FEEDBACK

Ask supervisees for
regular feedback about
what they want from
your time together and
how you're meeting

Jordan is PRSS and sits tensely across from you. Their hands fidget as they recount a recent crisis intervention with a person struggling with substance use and feelings of abandonment. Jordan shares, "I couldn't help but share how I had gotten through something similar," their voice a mix of uncertainty and defensiveness. "I told them they needed to focus on rebuilding their relationships with their family because that's what worked for me." They pause, then continue, "I found myself getting frustrated when they didn't seem to take it seriously. I even said something like, 'You'll regret it if you don't start making amends now.' I know I might've pushed too hard, but I just... I know what they're going through, and I wanted them to see what I see."

ROLE PLAY!

SUPERVISION SESSION WITH A PEER SUPPORT SPECIALIST



**DEBRIEF ROLE PLAY! WHAT
WAYS DID YOU OFFER SUPPORT,
EDUCATION, AND
ACCOUNTABILITY FOR JORDAN?**

Unmute or type your answers in the chat!

THANK YOU!



LSU Health
NEW ORLEANS
School of Public Health