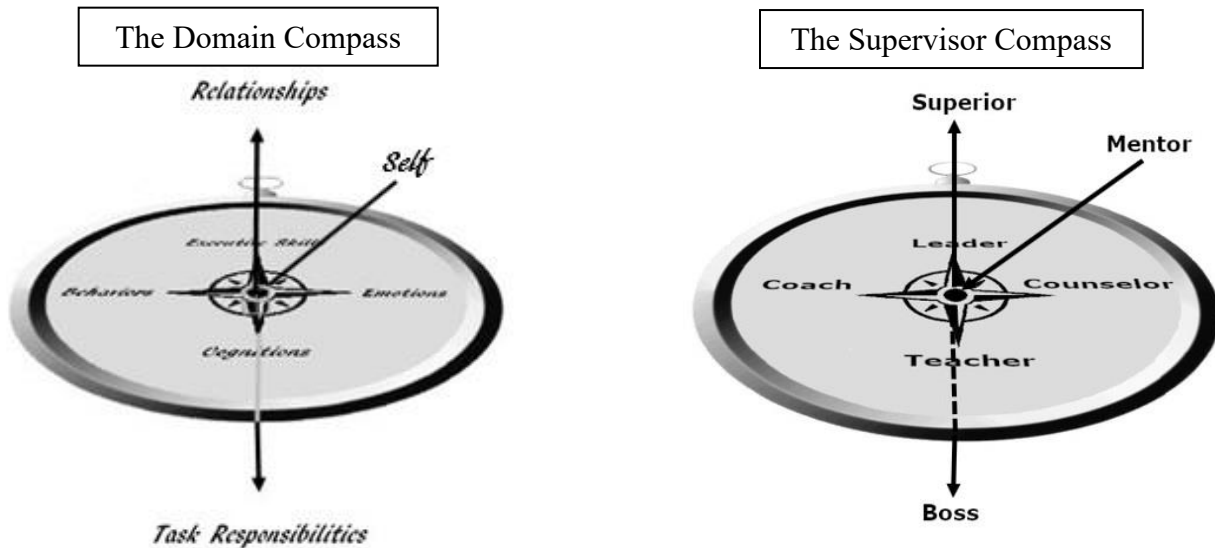


# How to Structure the Supervision Meeting

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The Supervision Meeting is an incredible valuable structure for promoting the professional development of direct-care staff. In residential treatment programs for children and youth, it's also incredibly difficult to carve out sufficient time for one-on-one supervision. Therefore, it makes a lot of sense to have a structured model for how to get the most out of the meeting time.



The Domain Compass presents a seven-directions model for looking at various domains of psychological functioning. The Supervisor Compass presents a way to look at the role of Supervisor in terms of how it focuses on all seven domains.

In general, it's a good idea to begin the Supervision Meeting in the East. That means that the Supervisor is primarily in their sub-role of functioning like a Counselor. As such, the Supervisor is initially focused on the Emotions, specifically on the emotional well-being of their Supervisees.

This focus reflects the highly emotional work of providing care and treatment to children and youth who are in crisis. The work is stressful and regularly exposes staff to both mild and intense traumatic-stress. Thus, the Supervision Meeting serves as a safety-net to provide staff with the chance to engage in any Psychological Debriefing that wasn't able to happen earlier in the week.

Beyond taking the edge off of traumatic stress, beginning in the Counselor sub-role allows the Supervisor to help their Supervisees find inspiration and meaning in the work, to celebrate their successes, and to reinforce examples of good teamwork and demonstrations of strong executive skills in their work.

Sometimes, it makes sense to spend an entire supervision meeting primarily in that Counselor sub-role. However, Supervision Meeting time is incredibly valuable, and a skilled Supervisor consciously designs their meeting time to be strategic about how many minutes to devote to the domain of emotions, before moving on to the other sub-roles (Teacher, Coach, Leader, Superior, Boss, and Mentor) that are also essential aspects of being an effective Supervisor.