

## Reflective Supervision Note

Date:  
Name:  
Manager:

Looking back over the period since your last supervision, including today, help your supervisor understand your experiences.

### Safety:

(I feel physically and emotionally safe in my work settings – with supervisor, clients, co-workers)

Safe-----Unsafe

### Trustworthiness:

(I have been able to maintain appropriate boundaries, complete tasks, and meet expectations.)

Trustworthy-----Untrustworthy

### Choice:

(I have been allowed to make choices in my work. My voice has been heard.)

Silenced-----Heard

### Collaboration:

(I have experienced teamwork in meaningful ways and provided the tools I need.)

Supported-----Unsupported

### Empowerment:

(I have had opportunities to practice my skills and/or learn new ones.)

Empowered-----Disempowered

### Self Care:

(I have invested time and energy in taking care of myself.)

Weak-----Strong

**Additional Comments:**

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Potential topics to discuss:

### **Safety:**

(I feel physically and emotionally safe in my work settings – with supervisor, clients, co-workers)

What has been the biggest source of threat in your work recently?

(physical, social, psychological, moral – self-messages, supervisor, co-workers, clients, facility)

What do you feel most competent doing? Least competent? (Good opportunity to reinforce positive behavior)

How comfortable are you in asking for help?

### **Trustworthiness:**

(I have been able to maintain appropriate boundaries, complete tasks, and meet expectations.)

What has been the best thing that you accomplished in the past \_\_\_\_?

What do you wish you could have completed that did not get done?

How do you feel about your work and your ability to meet your goals?

What support do you need?

### **Choice:**

(I have been allowed to make choices in my work. My voice has been heard.)

What decisions have you made, helped others make, or had made for you in the past \_\_\_\_?

What are your feelings about that decision?

How comfortable are you in advocating for yourself? For your coworkers? For your clients?

What decision is the most difficult to let go of?

### **Collaboration:**

(I have experienced teamwork in meaningful ways and provided the tools I need.)

How often have you felt overwhelmed in that past \_\_\_\_?

What assistance did you receive?

What assistance do you think could benefit you?

Who will you ask for help? How comfortable are you in asking?

### **Empowerment:**

(I have had opportunities to practice my skills and/or learn new ones.)

What about your position/your cases/your outcomes/life would you change?

What training/resources/support do you think could benefit you?

How would you like to grow?

What efficiencies, skills, or information do you need?

### **Self Care:**

(I have taken care of myself . . . List what I have done.)

What is your current stress level?

What signs should I look for to detect stress in you?

What is a helpful response when you feel stressed? What do you need from me?

How are you managing work/life balance?

What do you enjoy most about your work during the past \_\_\_\_? Least?

How do you balance tasks you enjoy and tasks you don't?