

# FOSTERING EMPLOYEE RESILIENCE THROUGH REFLECTIVE SUPERVISION

**Janet Amundson, MA, LPCC, IMH-E®,  
Endorsed Reflective Supervisor**



# OUR TIME TOGETHER

- Identify different types of supervision and what makes reflective different.
- Explore our systems and the need for reflective supervision
- Ways to start providing reflective supervision

# WHO AM I?

- Masters in Counseling
- Clinical Supervisor and Mental Health Therapist
- Specialize in Birth to Five Years
- Extensive trauma training
- Mental Health Consultation
- Infant Mental Health Specialist
- Endorsed Reflective Supervisor
- Cis Female
- White
- Wife
- Mother
- Farming family



# THE CHALLENGE IS REAL

- Thinking and exploring feelings can be uncomfortable
- Reflecting on our own past experiences could potentially be triggering.
  - Breathe
  - Walk around
  - Journal
  - Ground Yourself



# SUPERVISION

- Types of Supervision
  - Administrative
  - Clinical
  - Reflective
- Reflective supervision often includes administrative elements and is always clinical. Administrative supervision is generally not reflective and while clinical supervision can be reflective- it often is not

# SUPERVISION

- Administrative: Concerns regarding regulation, rules, policies, and procedures.
  - Hire
  - Train/educate
  - Oversee paperwork
  - Writing of Reports
  - Explain Rules and Policies
  - Monitor Productivity
  - Evaluate
  - Coordination



# SUPERVISION

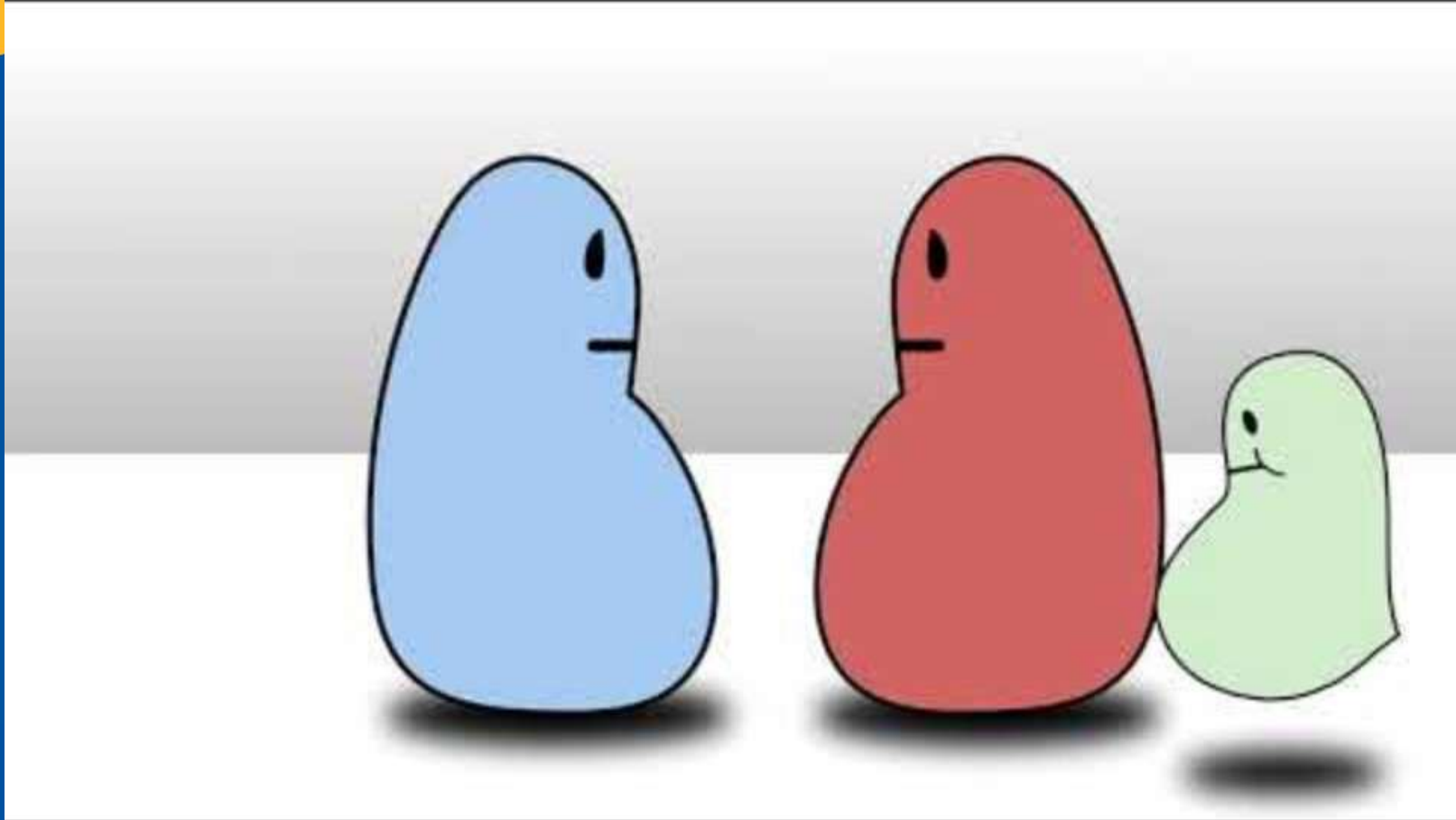
- Clinical: Cased focused but doesn't explore what the supervisee brings to the intervention/relationship and the emotions of working with families
  - Review casework
  - Discuss intervention and/or treatment plan
  - Review and evaluate clinical progress
  - Give Guidance/Advice
  - Teach

# SUPERVISION

- Reflective: Explore parallel process and how all relationships are impacting the work, emotional content, and being curious.
  - Form a trusting relationship between supervisor and practitioner
  - Establish consistent and predictable meetings and times
  - Ask questions that encourage details about the infant, parent and emerging relationship
  - Listen
  - Remain emotionally present
  - Teach/guide
  - Nurture/support
  - Integrate emotion and reason
  - Foster the reflective process to be internalized by the supervisee
  - Explore the parallel process and allow time for personal reflection
  - Attend to how reactions to the content affect the reflective process

WE DO NOT LEARN FROM  
EXPERIENCE... WE LEARN  
FROM REFLECTING ON  
THE EXPERIENCE.

-JOHN DEWEY



# What may interfere with reflective supervision?



# OUR SYSTEM

Exposed to trauma on multiple levels:

- Larger Society
- Systems of Care
- Organizational
- Staff
- Clients

# OUR SYSTEM

- Not only are we exposed to suffering, trauma and stress of others but one of our greatest treatment tools is Empathy
  - Empathy is a choice and an automatic process.
    - Mirror Neurons



# OUR SYSTEM



- Many providers can experience the following:
  - Secondary Traumatic Stress/Vicarious Trauma
  - Burnout
  - Moral Injuries
  - Parallel Trauma

# OUR SYSTEM

- Often not trained well enough
- Organizational interventions versus self-care
- HIPAA and Confidentiality versus processing stressful and traumatic exposures

# OUR SYSTEM

## Benefits of Reflective Supervision

- Reduce burnout and secondary trauma
- Reduce turnover
- Increase job satisfaction
- Allow for trauma informed
- More sensitive to needs of family children
- Increase being able to individuate to needs to culture and diversity

Now What?!!



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# REFLECTIVE SUPERVISION IN PRACTICE

**Reflexivity:** The ability to understand where one is coming from and how one's perspective is influenced by one's values, beliefs, cultural norms, and life experiences.

- Analysis of ones "self":
  - Behavior
  - Values
  - Emotions
  - Interpersonal relationship

# REFLECTIVE SUPERVISION IN PRACTICE

## Questions to Ask Yourself

- How did I influence what happened?
- Why did I behave in that way?
- Why might I have felt the way I did during that situation, and now, when reflecting on it?
- How has who I am affected my view of what happened, my values, opportunities, and life choices, and subsequently my reflection?
- What beliefs or ways of challenging my assumption will allow me to look at this from others' perspective?

**DISCOVER  
YOUR  
PERSONALITY  
ANIMAL**



# Lions

Motto:

LET'S Do It

Now





# Otters

Motto: Trust  
Me, It Will  
Work Out

# Golden Retrievers

**MOTTO: LET'S KEEP THINGS  
THE WAY THEY ARE**



# BEVERS

Motto: LET'S DO IT  
Right



# REFLECTIVE SUPERVISION IN PRACTICE

## Reflecting on power dynamics:

- Understanding how power operates in reflective spaces—whose voice is heard, and how safety is experienced
- Awareness of dual roles, boundaries, and
- Knowledge of how identity, culture, and positionality shape perception and interaction
- Awareness of systemic inequities affecting families and professionals
- Integration of diversity-informed principles and an openness to multiple ways of knowing

# REFLECTIVE SUPERVISION IN PRACTICE

## Mindful Self-Regulation "Be Fully Present"

Awareness of Self  
Balance  
Connection



# REFLECTIVE SUPERVISION IN PRACTICE

- Support proper identification with the supervisee of current stress
- Don't just direct to do some "self-care"
- Provide clarity around your role
- Check in regularly
- Rules/Expectations/Norms around processing stressful events
  - Supervision level and organizational level

# REFLECTIVE SUPERVISION IN PRACTICE

## Reflective Supervision Should Include:

- Case Consultation
- Use of Self (anxiety, belief system, humor, touch, self disclosure, ethics and values etc.)
- Cultural Responsiveness/Anti-Oppressive Practice
- Personal and Professional Development
- Regular check-ins
- Relationship between multiple levels
  - Micro
  - Mezzo
  - Macro

# REFLECTIVE SUPERVISION IN PRACTICE



- Ways to Build reflective capacity
  - Attend to subjective experience
  - Wondering not knowing
  - Why, How, What
    - Avoid: Do you.. Did you...  
Can you... Have you...

# REFLECTIVE SUPERVISION IN PRACTICE

## Power of Questions

- Cosmic Flashlight
  - Help “light up” an unexamined perspective, “light the way”, and “highlight” concerns or strengths.



# REFLECTIVE SUPERVISION IN PRACTICE

## Practice Skills at a Glance

Creating a safe and brave holding space

Cultivating Curiosity and Reflective Thinking

Balancing Multiple Perspectives

Exploring Parallel Process

Navigating Conflict and Relational Repair

Intentional Use of Self in Professional Practice

Fostering Professional Growth Through Reflection

Fostering Professional Wellbeing

# QUESTIONS

# Contact Information

[Jamundson@thevillagefamily.org](mailto:Jamundson@thevillagefamily.org)

(701)746-7584



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