



**Office of
Mental Health**

Welcome Back!

Supervision Across the Lifespan

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Discipline Specific Supervision



**Office of
Mental Health**

What Contributes to Successful Supervision?

- Understanding the work of each discipline as staff support individuals across the lifespan
- Being able to support staff using the perspectives, values, and insights of each discipline
- Infusing the values into the supervisory structure: comparison to clinical supervision
- Co-Supervision/Contracting
- Supervisory boundaries: staff or client?
- Moving toward peers supervising peers

Trauma Aware and Responsive Supervision

- Applies to all staff
- Utilize the 5 Principles: Safety, Choice, Collaboration, Trustworthiness and Empowerment

Example Peer Support Guideline: Support Choice

- Peer supporters do not force or coerce others to participate in peer support services or any other service.
- Peer supporters advocate for choice when they observe coercion in any mental health or substance use service setting
- Supervisors Role: Encourage peer support specialists in promoting individuals' choices including becoming more knowledgeable about trauma-informed approaches that reduce or eliminate force and coercion to create a safer environment for all.
- Provide guidance (in line with the values) to peer support specialists when they are advocating for choice or speaking up when coercion occurs, especially when it is subtle or systemic.
- [National-Practice-Guidelines-for-Peer-Specialists-and-Supervisors-1.pdf \(peersupportworks.org\)](https://peersupportworks.org/national-practice-guidelines-for-peer-specialists-and-supervisors-1.pdf)



Creating Safety During Supervision

- Set an intention together
- Manage your energy
- Try not to yell, or be retaliatory
- Take a moment, regroup, breathe, however you can center (the meeting after meeting conundrum)
- Document and provide copies when possible
- Follow through
- Model what you are asking for in staff
- Minimize surprises
- Create learning opportunities from errors
- Recognize vulnerability as strength

Supervision That is Collaborative

- Minimize power differentials
- Ongoing assessment of whether you are both moving toward the same goals
- Support professional development and training
- Recognize strengths and highlight them
- Mutual listening
- Treat as expert in what they know

Robert Lettieri