

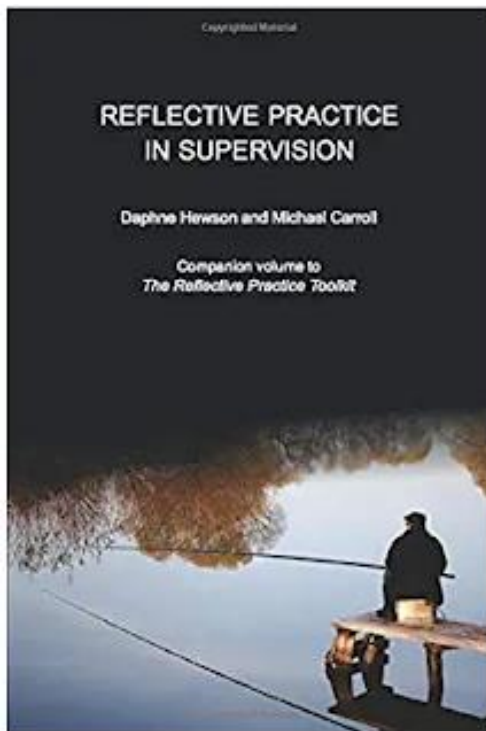
Reflective Practice in Supervision

A practical overview of Hewson & Carroll's model

Why Reflective Supervision?

In their book [*Reflective Practice in Supervision*](#), Daphne Hewson and Michael Carroll suggest that our most powerful learnings come from within ourselves. They describe supervision as a shared space where reflection helps turn professional experience into insight and growth.

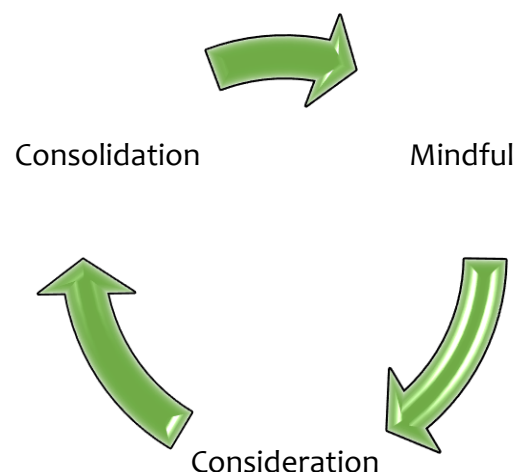
This kind of reflection is essential to staying effective, ethical, and well while doing challenging work.



The Three Stances

The book outlines three stances we can take when reflecting. They work together as a cycle:

1. **Mindful Stance** This is about slowing down and observing what's going on: your thoughts, feelings, reactions, and behaviours.... without jumping to fix or judge.
2. **Consideration Stance** Asking *Why did that matter? What influenced how I responded? What was I assuming?*
3. **Consolidation Stance** Applying the learning reinforces our insight- *What might you do differently next time?*



Creating the Reflective SPACE

One of the most important ideas in the model is creating a *Reflective Space*. This is where deeper reflection can safely take place. Hewson and Carroll use the acronym SPACE to describe the qualities needed:

- △ **S) Safety First**
Psychological safety is essential. Without it, people feel too vulnerable and real reflection won't happen.
- △ **P) Process of Reflection** (not Problem-Solving). Focus on understanding, not rushing to solutions.
- △ **A) Awareness** of emotions as well as thoughts.
- △ **C) Curiosity** Stay open, ask questions, and explore.
- △ **E) Embrace** the New. Growth comes from trying, not getting it right all the time.

- Helping guide reflection through the Three Stances
- Asking thoughtful, open questions
- Offering and receiving feedback reflectively
- Holding space without jumping in to 'fix'.
- Maintaining ethical boundaries (supervision isn't therapy)

Supervisors model reflection and support practitioners to build their own capacity (and therefore not become dependent).

Organisational support

Your workplace also can set the stage for supervision. Organisational support (time, training, value placed on supervision) helps make this work sustainable.

The Six Rooms of Supervision

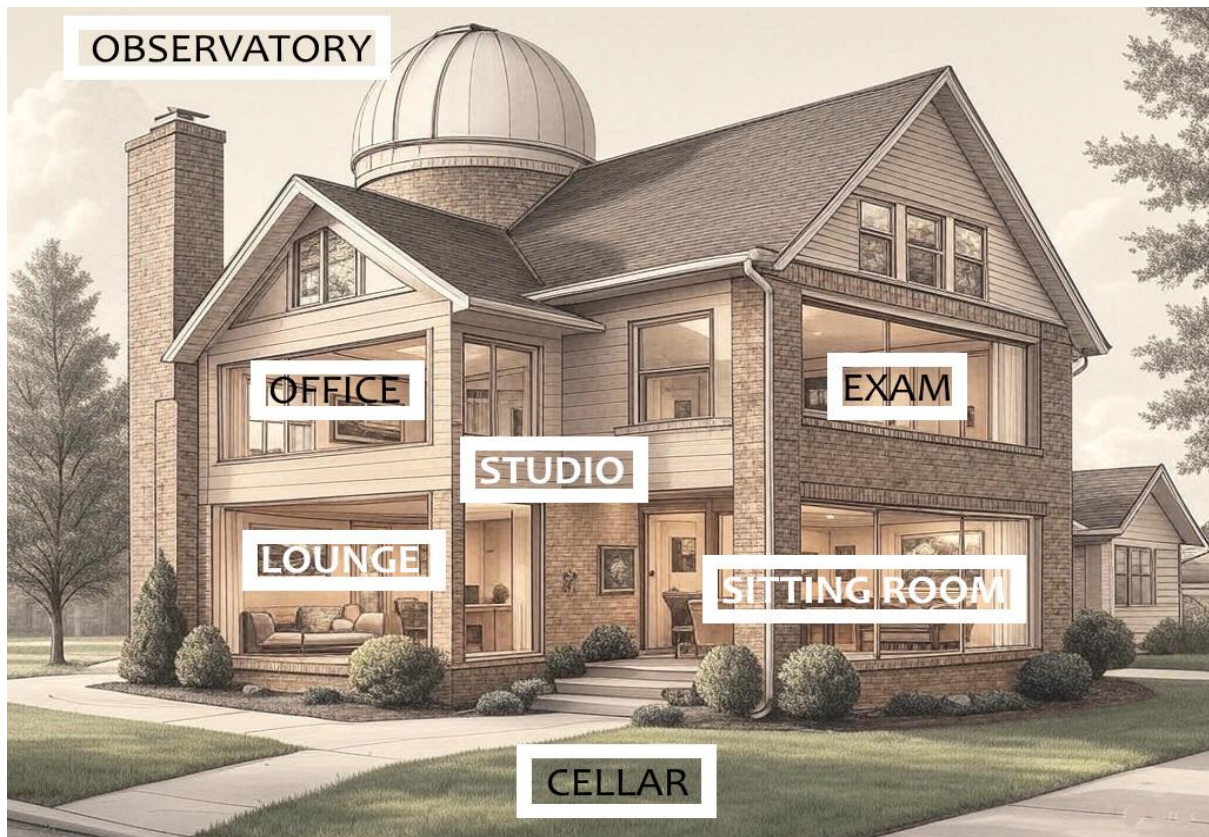
See the graphical explanation on the next page. Reflection is one of the six types of supervision.

The Supervisor's Role

The supervisor's role is to support the reflection process. Skills include:

- Creating a safe, trusting relationship

Reflective practice supports long-term learning, professional integrity, and personal sustainability in what is undoubtedly a difficult profession.



Observatory Reflective space for exploration, discovery, and insight.

Office Directive space for safeguarding and ensuring compliance with laws and policies.

Exam Room Evaluative space for assessing practitioner competence.

Lecture
Theatre Passive space for imparting information or advice.

Sitting Room Restorative space for debriefing and processing emotions.

Studio Active space for collaborative thinking and action plans.

Cellar Deep underground, a restorative preservation space that makes no demands on the supervisee.