

# Using Reflective Practice to Improve My Supervision Skills

*And other lessons learned...*

Critical and Creative Thinking Fall 2011  
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**How can I  
incorporate reflective  
practice into my  
supervision of  
student staff?**

# Goals

- Improve my supervision skills
- Incorporate reflection into my supervision for both my benefit and the benefit of those I supervise
- Strive to truly incorporate reflective practice into my daily life

# The Texts

- *The Fifth Discipline: The Art & Practice of the Learning Organization*

by Peter M. Senge

- *Good Business: Leadership, Flow, and the Making of Meaning*

by Mihaly Csikszentmihalyi

- *Difficult Conversations: How to Discuss What Matters Most*

by Douglas Stone, Bruce Patton, Sheila Heen, Roger Fisher

# Lessons and Practices: Reflection

- Being a good supervisor requires multiple levels of reflection;
  - On the organization as a whole
  - On myself
  - On those I'm supervising
  - On our projects/relationships
  - On the complex interaction of all the elements at play

# Lessons and Practices: Critical Thinking

- The most powerful way to promote and support traits and values in a staff is to **MODEL** them

# Lessons and Practices: Systems Thinking

- It's not just about the supervisor and staff relationship; it's about the organizational system in which the relationship takes place

# Lessons and Practices: Creativity

- **Aspire to build a workplace that promotes flow and self-actualization**



# Lessons and Practices: Dialogue

- Every difficult conversation includes three conversations:
  - The What Happened Conversation
  - The Feelings Conversation
  - The Identity Conversation:  
How this affects my view of myself

# Beyond Supervision: Developing a Model of Reflective Practice

- Read a text, hear a story, listen to a talk, have a conversation
- Reflect on the learning involved
- Translate the lessons learned onto reference cards
- Carry special reference cards I really want to focus on in my notebook
- Pick one or two reference cards per week and make a special effort to reflect on and apply them

# Next Steps

- Texts from this semester – Keep revisiting and exploring them for tools/inspiration
- Supervision – Continue to reflect on my approach and apply lessons learned
- Reflective Practice – Keep building my reference card library, reflect on how best to use it, continually focus on truly incorporating reflective practice into my daily life

# Questions/Comments