

## **About - Project5 Solution focussed supervisors.**

All our Project5 solution focussed supervisors are experienced coaches, health or social care staff who have previously given supervision to others in various settings. Their solution focussed supervision is done online and sessions are negotiated with supervisees and should take place on an on-going basis. A fundamental expectation of our solution focussed supervisors is that they appreciate and value the different backgrounds and cultural practices of Project5 volunteers as well as the NHS and care staff seeking our service. We regard supervision as safeguarding the quality of Project5 solution focussed coaching and wellbeing practice, emotionally supporting supervisees, promoting positive client outcomes, and encouraging supervisees understanding and consultation skills.

Project5 solution focussed supervision should primarily be centred on supervisees practice. At first encounter the supervisor should discuss previous supervisory relationships the supervisee found were helpful and those that were unhelpful. The supervisor then adapts to these experiences and preferred ways of relating to develop a constructive supervisory relationship to facilitate the supervisee in fully utilising supervision. Supervisor and supervisee need to be honest and open in their discussion, co-create ideas, and give constructive feedback to each other. Experiences of power and abuse of power relating to social differences such as gender identity, race, culture, ethnicity, class, age, economic status, abilities, sexual orientation, religion, and spirituality should be carefully and constructively considered to develop greater cultural competency at all levels of practice.

The supervisory experience and style of interacting is organised around the solution focussed approach and should become a template for the coaching and wellbeing consultations the supervisee provides to NHS and care staff. Careful pacing, sensitive use of listening skills, focussing on solutions to problems, and giving genuine positive and constructive feedback during supervision together act as a model of practice the supervisee can then replicate with NHS and care staff.

Supervisors should not be afraid to question supervisees about the approach they are taking, and link this with constructive feedback. It might be necessary for the supervisor and supervisee to check to what extent the solution focussed approach is being followed during coaching and wellbeing sessions. Supervision is a place where achievements and success can be identified, positive feedback given, and where strengths and abilities are recognised. This process will encourage the supervisee and potentially lead to increased motivation and improved self-worth.

To enhance coaching and wellbeing practice the solution focussed supervisor should promote the self-reflectivity of all supervisees so they can develop a more fully integrated understanding of the issues being presented to them. Supervisees need to be provided with opportunities to process the emotional, cognitive, and behavioural responses that took place during the coaching or wellbeing sessions with NHS and care staff. An atmosphere of curiosity, open-mindedness, and acceptance should be facilitated, and space given for the supervisee to generate potential alternative ways of relating to NHS and care staff during future coaching and wellbeing sessions.