

THE WORTHY MODEL



You can use this sheet either in 1:1 or group sessions. It is good practice to read through this sheet prior to supervision to familiarise yourself with it.

1. WELLBEING:

Ask "how things have been since last time we met"

Some things may have happened since the last time you met. For example, your supervisee may have been given a new role in school, or under a significant amount more stress, or difficulties with children in their class etc. They may be experiencing personal things in their private life that they may want to share, as it may be having an impact on their work life, so it's always good to start with this.

2. OUTCOMES:

Discuss and reach a shared agreement on what should be addressed.

This is a collaborative discussion, and you should be clear about what you want to discuss, as well as allowing your supervisees to suggest topics and things they'd like to discuss. You can address anything that is likely to be useful, for example, role specific topics, certain children/young people they are concerned about, personal training and development, wellbeing, areas of progression and difficulties, professional relationships, supervision itself etc.

3. REFLECTION:

Get on and address the topics you have decided to address.

Work through the agenda that you both set collaboratively and remember you can address things in variety of ways. You could encourage your supervisee to bring their planning in to review, you can suggest work you have previously completed that worked well and could help, watch YouTube videos, role-play or demonstration, buddy up with others who have been in similar positions but remembering to seek permission first etc. Make sure to highlight good practice.

4. TO DO's:

Action Plan.

These to do's may be for the supervisee, for you (for instance to look out a suitable YouTube example of what you have been discussing, or to discuss with another supervisee about maybe doing some co-working with today's supervisee) or for you both. Be careful not to promise, in the heat of the moment, things you will later regret, be realistic about the support you can offer. Also be aware that the supervisee doesn't feel overwhelmed and feel like they are just leaving supervision with a to do list, the to do list needs to reflect their needs and relieve them of any stress rather than add to it.

5. HIGHLIGHTS:

Ask for feedback.

For example, ask "What do you think about today's session?" Or "What have you found most useful about today?" Or "Has there been anything particularly difficult for you today?" "How do you feel about the actions we have set today?" Or simply "What have we achieved here today?"

6. YOUR KEY MESSAGES:

Summarise the session and give a balanced summary of what has been said and done in the session. Discuss when the next session will be and encourage supervisee to plan some time in closely before the next supervision to have a think about anything they would like to discuss. Refer to any support services that would be beneficial in the meantime if additional wellbeing support is needed.