



Lewis Family Consulting

Reflective Supervision for Holistic Leadership

Reflective Supervision Questions

1. **Self-Reflection:**
 - What recent supervisory challenge did you face, and how did you address it?
 - How did this experience align with your values and beliefs about leadership?
 - What emotions did you experience, and how did they influence your actions?
2. **Supervisee Engagement:**
 - How did you support your supervisee in their professional growth?
 - What strategies did you use to build a collaborative relationship?
 - How did you address any resistance or challenges from the supervisee?
3. **Feedback and Improvement:**
 - What feedback did you receive from your supervisee, and how did you respond to it?
 - What areas for improvement did you identify in your supervisory practice?
 - How will you apply the insights gained from this experience to future supervision sessions?
4. **Holistic Perspective:**
 - How do you balance the needs of your team with organizational goals?
 - In what ways do you incorporate empathy and self-awareness into your leadership style?
 - How do you foster a culture of continuous growth and development within your team?

Tips for Effective Reflective Supervision

1. **Set Regular Sessions:**
 - Schedule consistent reflective supervision sessions to create a routine and prioritize time for reflection.
2. **Create a Safe Environment:**
 - Establish a trusting and supportive atmosphere where supervisees feel comfortable sharing openly.
3. **Use Open-Ended Questions:**
 - Encourage deeper reflection and dialogue by asking open-ended questions that prompt critical thinking.
4. **Practice Active Listening:**
 - Listen attentively and empathetically, allowing supervisees to express their thoughts and feelings fully.
5. **Encourage Self-Awareness:**



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- Promote self-awareness by guiding supervisees to reflect on their own experiences, emotions, and behaviors.
 - 6. **Foster Mutual Collaboration:**
 - Build a collaborative relationship where both supervisor and supervisee contribute to the reflective process.
 - 7. **Provide Constructive Feedback:**
 - Offer constructive feedback that is specific, actionable, and focused on growth and development.
 - 8. **Celebrate Successes:**
 - Recognize and celebrate the achievements and progress of supervisees to reinforce positive behaviors and outcomes.
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Suggested Reading Materials

- **Books:**
 - *Supervision: A guide for the helping professions* by Chris Beckett
 - *Reflective Practice in Supervision* by Daphne Hewson and Michael Carroll
 - *Holistic Leadership: A New Paradigm for Today's Leaders* by Satinder Dhiman
- **Article:**
 - “Reflective Supervision in Business: <https://online.hbs.edu/blog/post/the-importance-of-reflective-leadership-in-business>