

Supervision with Salomons

Canterbury Christ Church University

Resources for supervisors



The British
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Contracting for supervision

Useful resource to help with developing a supervision agreement:

[Using-supervision-agreements.pdf](#)

[Social-GRRRAACCEESSS-and-the-LUUUTT-model](#)

Resources to support a “courageous conversation”:

see: [Having-courageous-conversations-as-a-practice-supervisor](#)

and: [Davys 2019 Courageous conversations in supervision](#)

The DIS-GRACES

Psycho-emotional disablism: Returning the ‘DIS’ to the ‘GRACES’

[Dissingthe-social-grrraaacceesss-aft-560129.pdf](#)

Race and supervision

Useful references on race include:

- McKenzie-Mavinga, I. (2019) The challenge of racism in clinical supervision. In B. Ababio, & R. Littlewood (Eds). *Intercultural Therapy: Challenges, Insights, Developments*. London: Routledge
- Patel, N. & Keval, H. (2018) 'Fifty ways to leave your racism'. *Journal of Critical Psychology, Counselling and Psychotherapy*, 18 (2) 61-79.
- Paulraj, 2016. [How do black trainees make sense of their 'identities' In the context of clinical psychology training?](#)
- Pendry, 2011. [Race, racism and systemic supervision](#)
- Pieterse, A.L. (2018) Attending to racial trauma in clinical supervision: Enhancing client and supervisee outcomes, *The Clinical Supervisor*, 37:1, <https://doi.org/10.1080/07325223.2018.1443304>
- Wood, N. and Patel, N. (2017) 'On addressing 'Whiteness' during clinical psychology training', *South African Journal of Psychology*, 47(3), pp. 280-291. <https://journals.sagepub.com/doi/abs/10.1177/0081246317722099>

Intercultural supervision

- ChenFeng, J. L. (2016). From invisibility to embrace: Promoting culturally sensitive practices in supervision. In K. V. Hardy & T. Bobes (Eds.), *Culturally Sensitive Supervision and Training: Diverse Perspectives and Practical Applications*. Routledge.
- Divac, A. and Heaphy, G. (2005) 'Space for GRRACCES:1 training for cultural competence in supervision', *Journal of Family Therapy*, 27(3), pp. 280-284. doi: 10.1111/j.1467-6427.2005.00318.x.
- Falender, C.A., Burnes, T.R. and Ellis, M.V. (2013) 'Multicultural Clinical Supervision and Benchmarks', *The Counseling Psychologist*, 41(1), pp. 8-27. doi: 10.1177/0011000012438417.
- Jang et al (2020) Cross-cultural supervision: racial/ethnic minority supervisees' perspectives. *The Journal of Counseling Research and Practice*, 5, 2, 1-19 <https://egrove.olemiss.edu/cgi/viewcontent.cgi?article=1036&context=jcrp>
- Messent, P. & Singh, R. (2020) The difference that makes a difference? A qualitative study of cultural differences and similarities in supervision. In A. Vetere and R. Dallos (2020) *Relational Processes in Counselling and Psychotherapy Supervision*. London: Palgrave MacMillan.

Podcasts

- **The Radical Therapist #074 – Finding Your Voice as a Beginning Therapist with Dr. Dana Stone & Dr. Jessica ChenFeng** Listen on Apple Podcasts here: <https://podcasts.apple.com/gb/podcast/the-radical-therapist-074-finding-your-voice-as/id1025585443?i=1000468505297>
- **The Radical Therapist #65 My White Identity w/ Dr. Chris Hoff**
Chris uses the Hardiman White Identity Development Model to understand his own white identity and the role of whiteness in the world. Listen on Apple Podcasts here: <https://podcasts.apple.com/gb/podcast/the-radical-therapist/id1025585443?i=1000476229570>
- **Interview #9: Building Bridges in Intercultural Therapy (with Baffour Ababio)**
Maudsley Learning Podcast: Psychiatry & Psychotherapy Listen on Apple Podcasts here: <https://podcasts.apple.com/gb/podcast/maudsley-learning-podcast-psychiatry-psychotherapy/id1466932169?i=1000484991762>
- **Black, African and Asian Therapy Network (BAATN)** – has a podcast library: <https://www.baatn.org.uk/podcasts/>

Tools and exercises in supervision

Which of the social GRACES grabs you most?

See: Totsuka, Y. (2014) "Which aspects of social GRRRAACCEEESSS grab you most?" The social GRRRAACCEEESSS exercise for a supervision group to promote therapists' self-reflexivity', *Journal of Family Therapy*, 36(S1), pp. 86-106. doi: 10.1111/1467-6427.12026

Salient circles

NiCole T. Buchanan (2020) Salient Circles Diagrams: Making Intersectional Identities, Privilege, Power, and Marginalization Visible, *Women & Therapy*, 43:3-4, 400-404, DOI: 10.1080/02703149.2020.1729468

Sharing cultural genograms

Hardy, K.V. and Laszloffy, T. (1995) The cultural genogram: key to training culturally competent family therapists. *Journal of Marital and Family Therapy* 21(3): 227-23

Culturegrams

From: Chapter 7. Behavioural Action Interventions in J. Reibstein and R. Singh (2021) In: *The Intercultural Exeter Couples Model. Making Connections for a Divided World through Systemic Behavioural Therapy*. London. Wiley.

Broaching prompts

Jones, C., Welfare, L., Melchior, S. & Cash, R. (2019) Broaching as a strategy for intercultural understanding in clinical supervision. *The Clinical Supervisor*, 38:1, 1-16, DOI: 10.1080/07325223.2018.156038. (See particularly Tables 1 and 2 for examples of [broaching prompts](#))

Recommended reading - general

- Falender, C.A., Shafranske, E.P. and Ofek, A. (2014) 'Competent clinical supervision: Emerging effective practices', *Counselling Psychology Quarterly: Special Section: Current Trends in Clinical Supervision*, 27(4), pp. 393-408. doi: 10.1080/09515070.2014.934785.
- Hawkins, P. Shohet, R., Ryde, J. and Wilmot, J. (2012) *Supervision In The Helping Professions*. 4th ed. edn. GB: Open University Press.
- Ladany, N., Hill, C.E., Corbett, M.M. and Nutt, E.A. (1996) 'Nature, extent, and importance of what psychotherapy trainees do not disclose to their supervisors', *Journal of Counseling Psychology*, 43(1), pp. 10-24. doi: 10.1037/0022-0167.43.1.10.
- McMahan (2020) Five reflective touchstones to foster supervisor humility. *The Clinical Supervisor*, 39, 2, 178-197, DOI: 10.1080/07325223.2020.1827332
- Stoltenberg, C.D. (1997) The Integrated Developmental Model of Supervision, *Psychotherapy in Private Practice*, 16:2, 59-69, DOI: [10.1300/J294v16n02_07](https://doi.org/10.1300/J294v16n02_07)
- Watkins, C.E. (2021) Rupture and rupture repair in clinical supervision: some thoughts and steps along the way. *The Clinical Supervisor*, 40, 2, 321–344. <https://doi.org/10.1080/07325223.2021.1890657>

Support for new supervisors

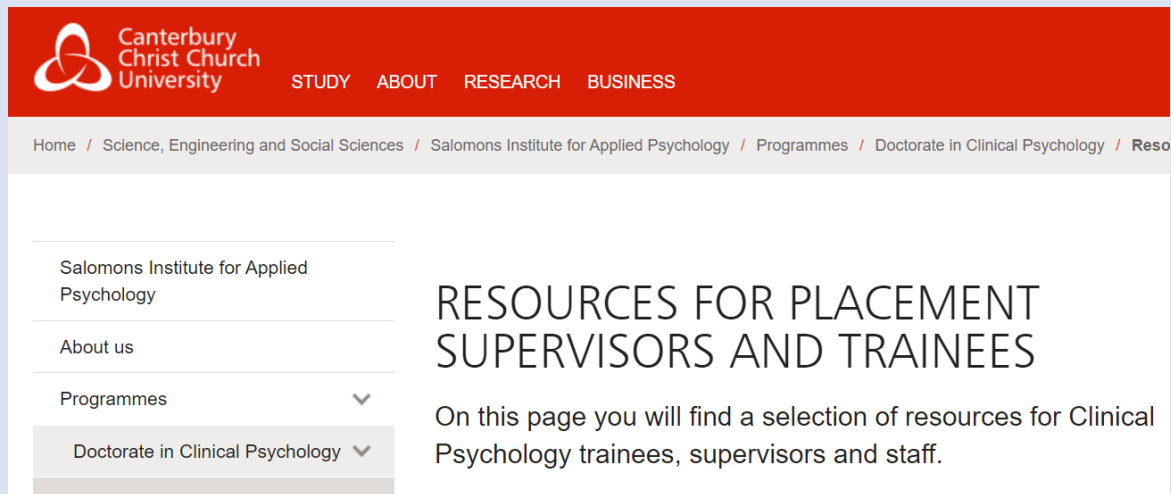
- Online forum for new supervisors
- fostering a supportive supervisor community.

Please contact maria.griffiths@canterbury.ac.uk
if you'd like to know more



Website resources reminder

[This link](#) will take you to the ‘RESOURCES FOR PLACEMENT SUPERVISORS AND TRAINEES’ section of our website that has everything you need:



The screenshot shows the website header for Canterbury Christ Church University with navigation links: STUDY, ABOUT, RESEARCH, BUSINESS. The breadcrumb trail is: Home / Science, Engineering and Social Sciences / Salomons Institute for Applied Psychology / Programmes / Doctorate in Clinical Psychology / Resources. The main content area features a sidebar with a dropdown menu for 'Programmes' where 'Doctorate in Clinical Psychology' is selected. The main heading is 'RESOURCES FOR PLACEMENT SUPERVISORS AND TRAINEES' and the introductory text states: 'On this page you will find a selection of resources for Clinical Psychology trainees, supervisors and staff.'

Other resources

- SCIE: [Health and social care guidance on clinical supervision](#)
- BPS: [Accreditation Guidelines for Clinical Supervision.pdf](#)
- HCPC: [Meeting our standards - guidance for supervisors](#)
- UCL: [Competence framework for supervision](#)
- NHS Education for Scotland (2019): [Psychology Supervision Questionnaire](#)

- Palomo, M., Beinart, H. & Cooper, M. (2010) Development and validation of the Supervisory Relationship Questionnaire (SRQ) in UK trainee clinical psychologists. *British Journal of Clinical Psychology*, 49, 131–149
- [SRQ - short version](#)
- [SRQ - long version](#)
- Pearce, N., Beinart, H., Clohessy, S. & Cooper, M. (2013) Development and validation of the supervisory relationship measure: A self-report questionnaire for use with supervisors. *British Journal of Clinical Psychology*, 52, 249–268