Solution Focused Supervision Approach

- Emphasizes the resolution of problems or challenges by focusing on the development of goals or strategies that build on the supervisee's strengths.

- This approach views the supervisee as their own best expert in their work with clients.

- By using the techniques such as exploring for exceptions or developing possibilities the supervisor supports the supervisee's autonomy in developing intervention strategies and emphasizes the strengths and resources the supervisee brings to the process.

- This parallel process allows the supervisee to then bring the same collaborative approach to their work with clients.

The interview

- "Before we get started talk to me a little about what you would like to accomplish during our time together today, when you leave today how will you know this time was useful?"
- "Tell me what has happened with your client since the last time we spoke? What is different?"
- "Remind me what the client had identified as his/her goals"
- "What gives you hope he/she can achieve those goals?"
- "What did you notice about his/her behavior when she was working towards her goals?"
- "What did you notice about your interactions with the client during this time?"
- "How is it different for you now?"
- "What have you found that has been helpful when working with this client?"

- "Take a minute and imagine a time when you would not be worrying about your client?"
- "What would be different?"
- "What would you be doing?"

- “What else?”
- “What would other people notice about your client? About you?”
- “What strengths does your client have to help her/him get to this place?”
- “Has there been a time in this client’s life when he/she has experienced this kind of success?”
- “If you were to assign a number based on how close you felt like this client was to being able to achieve this level of success, with one being not close at all and ten representing the client was achieving his/her goals where do things stand at this point?”
- “What would it look like if she were to move up to a ____on that scale?”
- “Is there is something you think you might be able to do to help support your client make this movement?”
- “I can see you feel discouraged, what gives you hope that your client may some day be able to achieve his/her goals? “
- “If your client were here today what do you think he/she might say about your work with him/her?”

<u>Ending</u>

- “What was helpful for you today with regards to what we discussed?”
- Affirm supervisee’s efforts
- Talk about what the supervisee’s goals are before the next supervision time and what will be addressed in the next supervision meeting.