

Supervision and Reflective Practice

The purpose of supervision is to enhance the wellbeing and develop the practice of mentors of all levels of experience. Supervision is considered a powerful vehicle for deep learning: its benefits extend beyond the supervisee and include their clients and sponsoring organisations.

The EMCC recognises the functions of supervision described by Hawkins and Smith (2013) as follows:

The *Developmental* Function

Concerned with development of skills, understanding and capacities of the mentor.

The *Resourcing* Function

Providing a supportive space for the mentor to process the experiences they have had when working with clients.

The *Qualitative* Function

Concerned with quality, work standards and ethical integrity.

Supervision is an essential method for increasing self-awareness in mentors and for monitoring self-care. The benefits of supervision include the opportunity to:

- Address with an experienced supervisor, on a confidential basis, ethical issues that you may encounter during mentoring.
- Accelerate your professional and personal development, as part of lifelong learning as a mentor.
- Explore problems and dilemmas in a safe and confidential environment and obtain an experienced second opinion on mentoring situations that may arise
- Develop skills and knowledge and build resilience and confidence as a new mentor.

How much Supervision should I have?

Good practice suggests that you should access regular supervision depending on your level of practice and how frequently you are mentoring. Various mentoring associations such as the European Mentoring & Coaching Council offer varying guidance. KSS have distilled this information to specify that mentors on the KSS Mentoring Register should attend 2 supervision sessions a year.

