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## Introduction

When starting work with a new supervisee it is important to identify the supervisee's goals for the supervision and the strengths they bring to their work.

The following is a framework for the practice of different questions that may be useful at the outset of supervision.

## Exercise

*Invite your colleague to pretend that you are her/his new supervisor.*

How will you know that you are getting what you want from supervision? (in the real supervisory situation the supervisor might state here what they understood to be the purpose of the supervision).

How will I know that this supervision is useful to you? How will you let me know the supervision is on track for you?

Supposing we've been meeting 3 months, what else will you hope to be getting from supervision?

How have you made supervision useful to you in the past?

How would you let me know that I need to be doing something different?

What do I need to know about your way of working?

How will you know that your way of working is moving forward? (this question can lead into a discussion of the supervisee's strengths and how they will know these strengths are becoming stronger and more influential in their work in the future).

What kind of cases/situations/problems are you good at working with? (it is possible to enquire about what the supervisee's *clients* would say they like about their way of working).

What situations are toughest for you and how will you know you're moving forward?

If I were to feel anxious about what I was hearing about the way you were working with a particular case, how would you like us to handle that situation? If such a thing has ever happened to you before, what have you most appreciated about the way your supervisor has dealt with the situation? (note: in the real supervisory situation it may of course be necessary for the supervisor to state what they feel they would *have* to do in such circumstances, such as speak to the line manager).

## Conclusion

*At the end of each interview the interviewer should give constructive feedback on whatever qualities and expectations their colleague has that impresses them.*

*The interviewee will then be invited to respond by saying whatever he or she has found of interest in this exercise.*

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