

ETHICS IN SUPERVISION

The Self of the Supervisor in Action
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AGENDA

- Creating a Mentoring Style/fingerprint
- Deepening our understanding of the Self of the Social Worker
- Our mandate to model boundaries and self care
- Acknowledging our humanness and the stress of accepting this role

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CREATING OUR MENTORSHIP FINGERPRINT

- Understanding surface narrative and deep narrative (Louis Cozolino)
- Acceptance of a unique approach
- Taking on a significant role in a field and promises mentorship/apprenticeship
- Investing in deepening our connection to this aspect of self

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INNER PARALLEL PROCESS

- Parallel process is a major contributor to the supervisory relationship, and often has to be explored within our own supervision.
- Inner parallel process is a deepening of this understanding to understand how we are showing up for the people we mentor and supervise.
- Inner parallel process helps us connect to the self of the social worker and build compassion for our own experience in the supervisory role

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CONNECTING TO INNER PARALLEL PROCESS

- Classical understandings of projection, transference and countertransference, and other defenses.
- Compassionate understandings include ego states, self of the social worker, and core fears.
- Inner parallel process will manifest through fears, stylistic preferences, core connections to self, and countless other spaces.
- Inner Parallel process has the ability to guide the person being supervised unconsciously if unchecked.

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ETHICAL IMPLICATIONS OF MENTORING

- Lifelong learning imperative
- Dignity and Worth of the individual
- Gatekeeping concerns related to parallel process

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DEEPENING THE CONNECTION TO THE SELF OF THE SOCIAL WORKER

- Our awareness and modeling puts us in the role of permissionary
- It is the presence of the supervisor that allows the person in supervision to gain confidence in exploring their own inner response.
- If the supervisor is cut off from their inner experience the person in supervision will think detachment is imperative. Or they will internalize that their emotional experience is inappropriate.
- By expressing your experience or becoming curious about the experience of the person in supervision you give permission for the self of the social worker to become a natural part of the process.
- This allows for understanding of intersubjectivity.
- These are often the beginning stages of person in supervision understanding that countertransference is ok.

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ROBERT TAIBBI'S STAGES OF DEVELOPMENT

- **Stage 1**- Supervisor as Teacher
 - Managing chaos
 - Mitigating fear
 - Imposter syndrome
- **Stage 2**-Supervisor as Guide
 - Parallel process
 - Building awareness of avoidance
- **Stage 3**- Supervisor as Gatekeeper
 - Building awareness of values and deepening self
- **Stage 4**- Supervisor as Consultant
 - Individuation

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HARRY APONTE- PERSON OF THE THERAPIST MODEL

- ▶ Conscious, purposeful and disciplined access to our humanity within our professional role in the therapeutic relationship.
- ▶ Knowledge of Self
- ▶ Access to Self
- ▶ Management of Self
- ▶ Signature Theme

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ETHICAL IMPLICATIONS OF SELF DEVELOPMENT

- Boundaries
- Self awareness work to prevent acting out
- Dependence concerns and fears

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MODELING BOUNDARIES AND SELF CARE

- Modeling responsible work effort
- Being realistic about expectations of a new clinician
- Supervision Contract- Mutual accountability and not some punitive document
- Self awareness as a practice of prevention
- Showing up as the supervisor
 - Dedication to a time and place.
 - Expressing how you prepare
 - Compassionate expectations meant to hold space in curiosity

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CARE OF THE SELF

- Social Work supervisors have to be able to show the centrality of both professional self care and awareness practices.
- This allows for the person in supervision to see the steps towards possible longevity in the field.
- Self care also normalizes the complexity and strain of the work.
- New social workers are concerned about opening up about this difficulty if they perceive the supervisor to be stoic and unshakeable (inner parallel process can be a concern here too).

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CARE OF THE SELF CONT.

- Supervisor Supervision
- Understanding your own needs and how to address them upstream is a powerful form of modeling.
- Normalizing the inability to do certain work, need breaks, or have fears is a part of supervision.
- Glorifying burnout, expressing masochistic culture patterns like money, or uphilling only creates barriers to process in supervision.
- Work with a therapist.

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ETHICAL IMPLICATIONS OF BOUNDARIES AND SELF CARE

- Burnout, moral injury, vicarious trauma, and compassion fatigue are ever present in both services provided and supervision.
- Supervision has to be safe enough for the person in supervision to share their experience and possibly mitigate these concerns before clients are effected.
- Lifelong learner ethic also applies to understanding the needs of clinicians entering the field at a different time than the supervisor started working.
- Patient abandonment concerns.

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ACKNOWLEDGING OUR HUMANNESS AND THE STRESS OF ACCEPTING THIS ROLE

- Our humanity and Self are the primary ~~tools we offer~~.
- Our presence and ability to show up consistently creates safety, space for curiosity and growth. This is true for our clients and the people we supervise.
- We all have fears and imposter syndrome. Normalizing that can help people in supervision connect to their own presence early in their career.
- Supervision can reconnect us to what we love about this work
- Liability and fear can distance us from that connection.
- WE ARE ALL DOING OUR BEST!

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