

Information Handout

Professional Version | US English

Process Model Of Supervision



Description

Process Model Of Supervision is a worksheet describing Hawkins & Shohet's (2012) model. This information sheet includes example questions to guide exploration of the seven areas outlined by the model.

References

Hawkins, P., Shohet, R. (2012). *Supervision in the helping professions* (supervision in context). Open University Press.

Process Model Of Supervision

The process model of supervision developed by Hawkins and Shohet describes how the focus of supervision can rest upon one of seven points at any moment in time.

1. The client and how they are presenting

"What difficulties is the client reporting?"

"Act as if you are the client."

"Walk into the room as if you are the client."

2. The intervention (techniques, strategies)

"What does the theory say about this problem?"

"What else would you like to have done?"

"Given the problem identified, brainstorm ten interventions which might be appropriate"

3. The therapeutic relationship

"How would you describe your working relationship with the client?"

"If you and the client were 2 animals, what would you be?"

"If you were waiting for an elevator with the client, what would that feel like?"

4. The reactions of the therapist / supervisee

"How do you feel during the session?"

"What does that indicate?"

"Are there particular client behaviors that make you feel a certain way?"

5. The supervisory relationship (parallel process)

Are client-therapist effects playing out in the supervisor-therapist relationship?

"Could this be an indication that the client is feeling similarly?"

6. The reactions of the supervisor

Could the supervisor's feelings around supervision (before, during, after) be a guide to what is happening for the client or therapist?

7. Wider contextual issues (system or organizational)

Consider culture, gender, systemic factors, or other stakeholders (e.g. client's family, work).

Consider the therapist's organizational context.

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