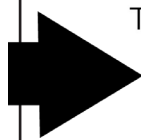
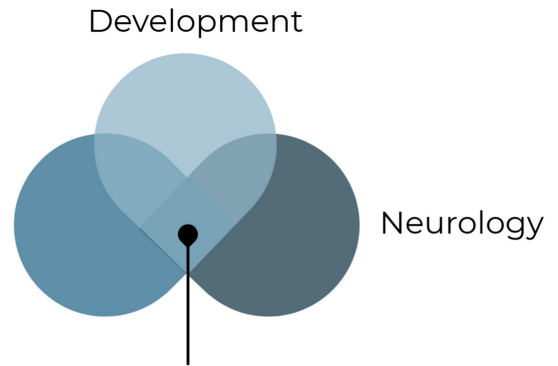


What is
**Reflective
Capacity?**



The Situation



REFLECTIVE CAPACITY

is the ability to understand, interpret, and make meaning of behavior (our own and others') by tuning in to the possible thoughts, feelings, and motivations behind the behavior.

From: Reflective Supervision: A Guide From Region X to Enhance Reflective Supervision Among Home Visiting Programs, 2018 (p.22)

**Three
Types of
Supervision**

Administrative

- Hire
- Train
- Review Procedure/
Policy
- Performance
Evaluation

Clinical

- Review Goals/
Progress
- Explore Interventions
- Teach

Reflective

View details in section
below

Unique features of Reflective Supervision

Emphasis on Feelings

Reflective supervision exists to provide a respectful, thoughtful, understanding atmosphere, where exchanges of information as well as exploration of one's thoughts and FEELINGS, can occur.

Importance of Listening & Waiting

There is a greater emphasis on a supervisor's ability to LISTEN & WAIT, inviting the supervisee to fully express thoughts and feelings.

Holding Space

Sometimes we find there is no "solution" to an issue or concern, but the opportunity to feel listened to, validated, and HELD IN THE MIND OF ANOTHER can nourish our ongoing work.

Exploration of Issues Related to Equity & Diversity

Reflective supervision exists to provide a respectful, thoughtful, understanding atmosphere, where exchanges of information as well as exploration of one's thoughts and FEELINGS, can occur.

Exploration of the Parallel Process

Reflective supervision pays attention to the influence of RELATIONSHIPS on other RELATIONSHIPS.

Trust in the Process

More organic solutions will come from fully understanding multiple perspectives, understanding what the baby brings, and exploring feelings through the experience of being listened to fully and responded to reflectively

Emphasis on Who We Are

Reflective supervision exists to provide a respectful, thoughtful, understanding atmosphere, where exchanges of information as well as exploration of one's thoughts and FEELINGS, can occur.

