

Supervision process

Phase	What happens?	What is the outcome?	Who contributes?
Casting	The following roles have to be taken: Moderator, Case Presenter, Supervisor	The Case Presenter, the Moderator and the Supervisor take their roles	Initially, a Moderator is sought, potential Case Presenters briefly outline their cases, a Case Presenter is designated
Case Presentation	The Case Presenter gives information about his/her case	All participants have roughly understood the case	The Case Presenter sketches his/her case and will be supported by the Moderator
Key Question	The Case Presenter <u>formulates a key question-or other form of final word about the case.</u>	All participants have understood the Case Presenter's key question	The Case Presenter formulates a key question and will be supported by the Moderator
Method Choice	A consulting module is selected from the pool of modules e.g. *brainstorming *good piece of advice *reflection of feelings	The <u>method for working out the key question is chosen</u>	The Moderator conducts the group process of selecting a consulting module
Consultation	The Supervisor express his/her ideas and suggestions according to the style of the consulting module	The Case Presenter has received a variety of ideas and helpful perspectives	The Supervisor express their ideas matching the requirements of the specific module, a secretary takes notes of all ideas
Conclusion	The Case Presenter gives a résumé of which ideas sound helpful to him/her	The Peer Group Supervision session is finished	The Case Presenter reports which ideas or suggestions were valuable for him/her and expresses his/her thanks to the group

Roles in Peer Group Supervision

The participants take turns in the roles from case to case. In this way each participant is able to get their case solved, to practice their counselling skills, and to extend their knowledge.



Case Presenter

The Case Presenter introduces the key topics of his/her case or problematic situation. He provides all pieces of information that are important from his/her point of view, formulates a key question that expresses his/her needs, and he/she possibly suggests a consulting module with which the group should work on his/her case.

Moderator

The Moderator conducts the Peer Group Supervision session, guiding the group through all six phases. He assists the Case Presenter by clear and concise questions in order to make the case plain. The Moderator also keeps an eye on the autonomy of the Case Presenter and that every participant treats him/her with respect.

Supervisor

The remaining participants of the group become Supervisors. They listen attentively to the narration of the Case Presenter and ask comprehensive questions in the early phases. Their main task is to offer their ideas and perspectives in the consulting phase.

Conditions for Peer Group Supervision within the group setting

Peer Group Supervision participants should reach an agreement on several conditions concerning basic attitudes and cooperation, in order to create a productive and trustful group atmosphere for the Case Presenter.

Four key 'ingredients' promote the success of Peer Group Supervision:

Trust: participants who trust each other will speak more openly

Confidence: information about cases and the group process should remain confidential within the group

Support: participants should endeavour to support each other

Appreciation: mutual esteem promotes openness

It is necessary to create an atmosphere in which group members are open to talk about individual and interpersonal problems, weaknesses and difficulties. The group should therefore be without any greater internal conflicts. Mutual trust is a key condition for Peer Group Supervision and should not be affected by interpersonal tension.

