

Framework for Working in Supervision on Organisational issues

1. *Encourage telling of 'story' relating to organisational item identifying the supervision Issue*
*(Using predominantly reflections, paraphrases, tell me more statements to facilitate **description** not exploratory questions.)*

2. *Explore and work through the Issue considering the following lens*

Primary task (are they carrying this out?)

Role Clarity (is their role in organisation and/or the issue clear?)

Authority/Influence/resourcing (do they have the power/influence/resources needed?)

Containment – (what emotional/unconscious process of organisation may be carried?)

Professional Identity – (how is it being impacted and how to maintain this?)