



SUPERVISION SUCCESS: A PRACTICAL GUIDE FOR THERAPISTS

Support, Reflect and Grow with Confidence

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Hello, I'm Linda Witchell, a qualified and experienced supervisor, hypnotherapist, counsellor, coach, and educator. I've worked in health and wellbeing for over 30 years, supporting people from diverse backgrounds. I have also been a practising therapist for over 18 years and a supervisor to help other therapists, including those just starting out in the therapy field and those with years of experience.

As a supervisor, my goal is to create a safe, supportive, and reflective environment where you can grow in confidence, explore your practice, and navigate the challenges and joys that come with working as a therapist. I believe supervision is not just about accountability—it's about transformation, self-awareness, and compassionate support.

I hope this brief guide will help you understand supervision more clearly, prepare you for your sessions, and encourage you to view supervision as a vital part of your professional journey.

If you're ever looking for someone to talk things through or you're ready to begin or refresh your supervision experience, I'd be happy to connect. You can find out more at www.awakenthechange.com.

Warm wishes,

Linda

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Disclaimer

It is the responsibility of each supervisee to choose a supervisor who best suits their professional needs, values, and regulatory requirements. This guide provides general advice and should not be considered a substitute for individual judgment.

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Why Supervision Matters

Whether you're a trainee therapist, a newly qualified counsellor, or a seasoned hypnotherapist, supervision is one of the most important pillars of your professional journey. This guide is designed to demystify supervision, helping you to feel confident, prepared, and empowered.

In this short, practical guide, you'll discover:

- What supervision is and how it supports your growth
- How to find the right supervisor for you
- Theories that underpin good supervision
- How to prepare for and make the most of your sessions
- The importance of reflection and action after supervision

Supervision isn't just a requirement; it's a space for transformation, self-care, and continual improvement.

What is Supervision?

A Simple Definition

Supervision is a professional relationship where you reflect on your work with a more experienced practitioner. It provides support, accountability, and ongoing learning.

In therapy, counselling and hypnotherapy, supervision helps you:

- Explore ethical issues
- Gain new perspectives
- Develop skills and confidence
- Prevent burnout and isolation

Supervision typically involves an agreement on how you will work together and the frequency of meetings. Many therapists have one to one and a half hours per month, but this time allocation is determined by the type of therapy and the professional body. Both the supervisor and supervisee have responsibilities and roles.

What It's Not

Supervision is not therapy, a performance review, or simply ticking a box for compliance. It's a dynamic partnership focused on you and your clients' well-being.

Why It Matters

Most professional bodies (e.g. BACP, GHR, NCH, ACCPH) require regular supervision. But even beyond compliance, it supports your emotional resilience, sharpens your skills, and reminds you that you're not alone.

Finding the Right Supervisor

Where to Start

Look on:

- Accredited directories (e.g., Counselling Directory, Hypnotherapy Directory)
- Recommendations from tutors or peers
- Training organisations' approved supervisors

What to Look For

- Shared values and approach
- Relevant experience in your modality
- Comfort with your client base (e.g., trauma, smoking cessation, grief)
- Warmth, clarity, and professionalism

Questions to Ask

- What's your supervision style?
- Do you offer online sessions?
- Have you undertaken training to become a supervisor?
- Can we have a trial session?
- What are your fees for supervision?

Red Flags

- Unavailable or disorganised
- Overly directive or distant
- Poor communication or unclear boundaries

✓ TIP: Choose a supervisor who helps you feel safe, challenged, and heard.

Questions to Ask Before Choosing a Supervisor

Question to Ask	Why It Matters
What is your supervision style?	To understand if their approach suits your learning style.
What qualifications and experience do you have in supervision?	To ensure they are professionally trained and competent to supervise.
Are you accredited or recognised by a professional body?	To verify they meet professional standards and are accountable.
Do you have experience in my modality or client group?	To ensure they can support your specific practice needs.
How often do you recommend supervision sessions?	To clarify expectations and meet professional requirements.
What are your fees and cancellation policy?	To avoid misunderstandings around costs and scheduling.
Do you offer online, in-person, or blended supervision?	To check accessibility and whether the format suits your needs.
How do you handle confidentiality and record-keeping?	To ensure ethical and legal standards are maintained.
Can we have a trial session before committing?	To see if you feel comfortable before committing long-term.
What happens if there is a disagreement or I need to change supervisors?	To understand their process and ensure mutual respect and safety.

A Quick Guide to Supervision Theories



1. Inskipp and Proctor's 3 Functions

- Normative: Safety, ethics, boundaries
- Formative: Skills, learning, development
- Restorative: Support and emotional care



2. Hawkins and Shohet's 7-Eyed Model

Explores 7 aspects of the therapeutic and supervision relationship, from client issues to how supervision impacts the supervisor.



3. Page and Wosket's Cyclical Model

Encourages an ongoing process of focusing, exploring, planning, and reviewing.

- ✓ Theory supports reflective thinking and helps you become an active participant in supervision.

Preparing for Supervision

Coming prepared helps you get the most out of your time.

Ask Yourself:

- What client or situation do I need help with?
- What emotional reactions have I had recently?
- Have there been any ethical dilemmas?
- What am I unsure or curious about?

Bring:

- Case notes (anonymous)
- A reflective journal or log
- Questions you'd like to explore
- Wins and challenges

✓ Preparation creates space for deeper insight and practical change.



Supervision Prep Checklist

Reflective Questions

- What client issues or situations do I want to explore?
- Have I experienced any strong emotional reactions to clients recently?
- Are there any ethical concerns or boundary issues I need to address?
- What's going well in my practice that I'd like to share?
- What's been challenging or left me feeling uncertain?

Documentation to Bring

- Brief, anonymised notes on key client(s)
- Your reflective journal or supervision log
- Case formulation or session plans (if applicable)

Learning and Development

- What do I want to learn or improve in my practice?
- Are there any supervision goals I'd like to revisit?
- Have I completed any CPD or training recently that I'd like to discuss?

Session Focus

- What's my priority for this session?
- Do I need emotional support, practical guidance, or ethical input?
- What is one thing I hope to take away from this supervision today?

Tip: You don't need to have everything figured out; just coming with curiosity and openness is enough.

During Supervision – Making the Most of It

Be Actively Involved

- Share honestly—even your doubts
- Be open to feedback, but also ask for clarification
- Take notes, ask questions, and reflect in the moment

Sample Prompts:

- “Can you help me understand why this case feels stuck?”
- “I noticed I felt angry—can we explore that?”
- “I’m unsure how to handle this ethically...”

Supervision is a collaborative learning space. You don’t need to “perform”—you just need to be open.



After Supervision – Reflection & Growth

Reflect Afterwards:

- What surprised me?
- What did I learn?
- What will I do differently?

Then:

- Write a short supervision log
- List action points
- Integrate feedback into practice
- Bring unresolved issues to the next session

✓ Supervision is a cycle—what you take from it helps shape your next session.



The Benefits of Good Supervision

- Enhances clinical confidence
- Encourages ethical and safe practice
- Prevents burnout and compassion fatigue
- Boosts client outcomes
- Supports personal growth
- Encourages professional development and CPD planning

You're never too experienced to stop growing.



Supervision Log

Date	Type of Supervision (Group / Individual / Online)	Key Topics Discussed

Supervision Log

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Final thoughts

Supervision is an act of self-care and professional integrity.

It's a time to pause, connect, and reflect. Whether you're feeling stuck or celebrating a breakthrough, supervision helps you move forward with purpose.

If you're looking for an experienced, compassionate supervisor, I offer online sessions with flexibility, warmth, and encouragement.

➔ Visit www.awakenthechange.com to book a free discovery call.





Continuing Professional Development (CPD)

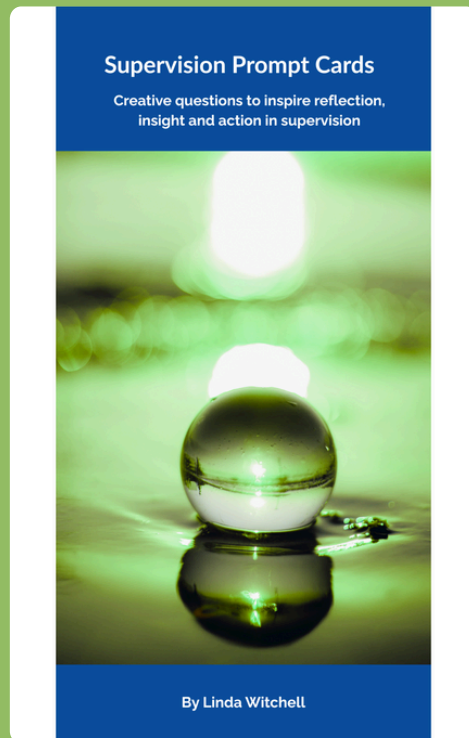
Want to find free, low-cost, or creative ways to develop and meet your professional body's requirements for CPD?

CPD Made Easy could be your answer.

This easy-to-read book provides 55 ways to enhance your CPD. Especially written for therapists by a therapist.

Available through Amazon: https://www.amazon.co.uk/CPD-made-Easy-Professional-professionals-ebook/dp/B0B9H86WR5/ref=sr_1_35?crid=156BEQNEQ6D01&dib=eyJ2IjoiMSJ9.KXE_WNxDKdoG6F71LCUPS

Or just click the link on my website www.awakenthechange.com



Supervision Prompt Cards

If you are a supervisor or supervisee, you may sometimes feel stuck and unsure of what to say to encourage reflection.

These specially designed digital flashcards can help.

Just download to your phone and use them to help you before, during or after supervision.

There is also a PDF version if you prefer to print them out.

Buy now from Awaken the Change.com or paste the link <https://payhip.com/b/lz1Ve>

“People will forget what you said, people will forget what you did, but people will never forget how you made them feel.” – Maya Angelou



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