

Supervision for Professional Development

For Hypnotherapists and Andrew Parr Practitioners

Vanessa Karl

Your Supervisor

- ▶ **Vanessa Karl**
- ▶ Hypnotherapist - Trained with Andrew in 2014
- ▶ Worked with Andrew as Student Support for 4 years
- ▶ GHR Acknowledged Supervisor
- ▶ ACCPH Senior Member & Supervisor
- ▶ UK Hypnotherapy Council Supervisor (awaiting confirmation)
- ▶ Cannot currently support NCH members



Supervision requirements and Professional Associations

GHR

General Hypnotherapy Register



- ▶ GHR requirements: Newly qualified members must have a minimum of **2 hours** supervision in any 3 month period, during first 2 years of practice = **8 hours p.a.**
- ▶ 1 hour every 6 weeks most common
- ▶ This is based on 1-1 supervision (group, 2 hours = 1 hour)
- ▶ After 2 years, on-going supervision is encouraged, but it is a voluntary process
- ▶ Between **5-10%** of GHR members are audited annually

(not currently obliged to join an association, but regulations are always changing)

ACCPH requirements



- ▶ “Newly qualified Members are expected to request supervision when they need help with a client during their first 3 years of practice. *But you should have supervision at least 6 times per annum for the first 3 years after qualifying. (approx. 6 hours)*”
- ▶ After 3 years, it is still encouraged but it becomes a voluntary process
- ▶ ACCPH sample 10-15% of Members a year
- ▶ “If a member is unable to provide evidence of their supervision and CPD, we would investigate that person and regrettably we do that a few times a year”

UK Hypnotherapy Council Supervision



- ▶ “Full Membership UKHC Members are required to attend Supervision on a regular basis, regardless of how long they have been in practice. This is unique to the UKHC as we believe in the importance of ongoing reflection, development and support to ensure that as a hypnotherapist, you continue to work intelligently and skillfully with your clients.”
- ▶ Attend Supervision for a minimum of 6 hours per annum
- ▶ Supervision can be group or 1:1



Continuing Professional Development requirements

▶ GHR

- ▶ You must complete a minimum of 25 hours CPD each year.
- ▶ At least 15 hours CPD must be directly related to hypnotherapy.
- ▶ You must complete a range of CPD activities, with no more than 8 of the total CPD hours spent on any single activity in one year.

▶ ACCPH

- ▶ 15 hours per annum minimum
- ▶ At least 8 hours must be related to hypnotherapy
- ▶ No more than 8 hours can be attributed to a single activity



CPD requirements cont ...

- ▶ **UK Hypnotherapy Council**
- ▶ Members must complete a minimum number of **25** hours– 15 hours must be Hypnotherapy skills related, 10 hours may be other skills such as marketing, business, etc
- ▶ 6 Hours supervision can be included as CPD

What can you include in your CPD?

CPD can include: Personal attendance at seminars & workshops, training courses, online training, reading a new but related book, internet research, receiving mentoring which enhances learning and development, first aid instruction, marketing training, alternative psychological approaches, NLP etc...

What is Supervision for Professional Development?



- ▶ ‘Supervision is a supportive, collaborative and confidential process between two equals, which supports the therapist to be the best practitioner they can be and helps them to identify any areas of development required, to run their business in the most efficient and effective way possible.’
- ▶ Butterworth et al (1996) found that where effective supervision is implemented, supervisees experience lower stress levels and higher job satisfaction.

Why bother with supervision?



- ▶ Reduce your stress levels!
- ▶ It is a valuable tool to help you grow and develop as a practitioner and as a business, so you provide your clients with the best possible service.
- ▶ A supportive, confidential and encouraging place to review your work, your personal and emotional reactions to your work, and to develop your practice.
- ▶ Being a therapist can be a lonely and isolating profession and having time to think and share things in a totally safe, non-judgemental way can be both comforting and reassuring. **ME time!!!**
- ▶ Accountability - being accountable to a supervisor can act as a great motivator to keep you on track and get things done!

Resistance to Supervision

- ▶ Some people feel a sense of fear or apprehension when thinking about supervision. A fear of being judged, or criticized for getting things wrong, but that is a limiting belief that can prevent them from learning, exploring and reaching their potential
- ▶ Being closed, not wanting to share their thoughts and experiences
- ▶ Not committing to the process - regarding supervision as a chore rather than a beneficial experience
- ▶ Time - 1 session every 6 - 8 weeks
- ▶ Cost - a lot less that you may think! We will cover this at the end (discount for AP students and graduates)



Comparison of Supervision, Training & Therapy

	Supervision	Training	Therapy
Purpose	Work related support, both practical & emotional; review of practice to ensure safe, <u>ethical</u> and competent; identify need for skills/career/business development	To teach new skills; to consolidate and extend existing knowledge	Personal growth; resolving emotional and behavioural issues
Focus	You, your <u>clients</u> and your business	Your learning and developing of skills	You and your personal development and goals
Structure & content	Broad structure, responsive to change, decided by you and your supervisor	Goal oriented usually with <u>pre determined</u> material, normally planned in advance by the trainer	Completely flexible, led by your needs and progress, although techniques are chosen by therapist
Goals	To become the best <u>practitioner</u> you can be and for your <u>business</u> to be the most effective it can be, taking into account the safety and wellbeing of yourself and your clients	To learn or improve skill and knowledge in specific areas	Challenge, replace, <u>resolve unhelpful</u> thoughts, feelings and behaviours to more positive responses

Supervision

What is covered in a supervision session?

3 main areas: but they do overlap at times

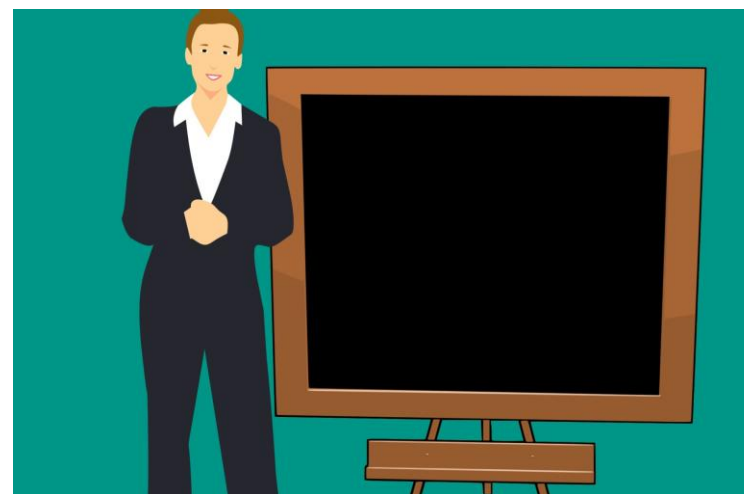
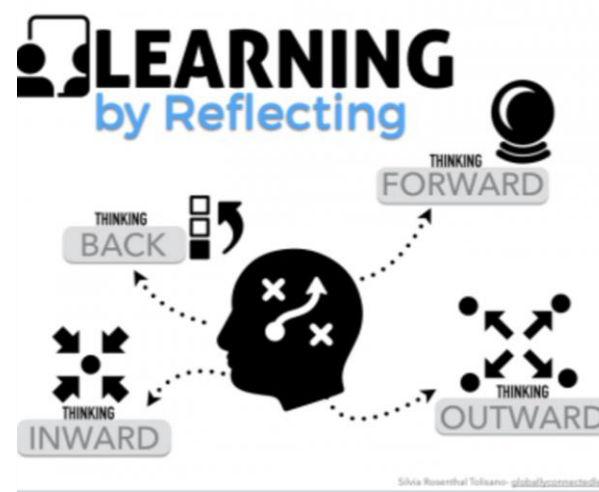
Formative (education)

Restorative (support)

Normative (accountability for service provision)

Supervision

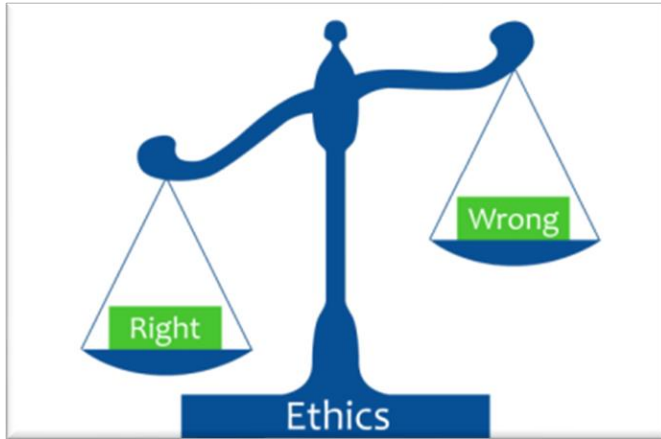
- **Formative** (education) - This refers to learning and developing skills so you can work to the best of your ability with clients. It may include:
 - **Reflecting** on the content and process of client sessions
 - Developing and understanding skills
 - Identifying areas that may benefit from further training or CPD





Supervision

- **Restorative (support)** - This revolves around emotional support for you and may include:
- Supervision is useful for helping you recognise any emotional areas that may need support, in your personal or work life
- Sharing emotions brought about from sessions
- Making sure you have coping strategies and self care routines with which to respond to the stresses of the job
- Identifying and celebrating your successes



Supervision

- **Normative** (accountability for service provision) - this area includes ensuring you are maintaining the safety and effectiveness of your practice and may include:
 - Ensuring you are running your practice in the best way possible
 - Making plans for development of your business (not a marketing expert)
 - Supervision helps to keep you on track with advertising and legal requirements etc



How to prepare for your session



Prepare for Success



- ▶ **PLAN!** Take time to think about what you want to discuss, why you want to discuss it and what you hope to achieve from it. You are responsible for deciding the agenda for each session.
- ▶ Each session will probably differ. A professional supervisor will not judge you so be open, honest and embrace strengths and weaknesses. Anything is valid in supervision!
- ▶ By taking the time to decide and prioritise what is going to be discussed in advance you will be able to make the most of your supervision.



Reflective questions you could consider:

- What do I need to learn to improve the treatment or service I provide to my clients?
- How can I keep up with current trends, new techniques and good practice?
- If I want to specialise in a particular area of practice, what types of activities would be most useful?
- How do I behave in relation to 'a specific client'?
- What do I think when I work with 'this client'?
- Are there any blocks when working with 'this client'?
- What am I learning, when working with 'this client'?
- What are my assumptions about how the client is experiencing me?
- Is my behaviour with this client, different to with other client's?
- Am I fully understanding my client's needs?

Vanessa Karl – Supervision for Professional Development

Supervision Session Record

Name:

Date:



Items discussed	Action/Plan	Achieved



Sample Session Record

Vanessa Karl – Supervision for Professional Development

Supervision Session Record

Name: Supervisee (for this purpose will name them Steve)

Date:

Items discussed	Action/Plan	Achieved
<p><u>Eg.</u> Steve has a client with anxiety, who has frequent affairs with their friend's partners. S is now finding sessions tricky as their own ethics are being challenged. (Originally client admitted to 1 affair, then 2, but now is reporting numerous affairs). The client and S have good <u>rapport</u> but S feels uncomfortable about so many affairs.</p>	<p>S just needed to share his feelings with someone in confidence. He will continue to be professional and non-judgmental and he felt better for getting it 'off his chest'. Will review next session.</p>	
<p>S wanted to review sessions with a client with an eating disorder. He wanted to make sure he <u>hadn't</u> missed anything as results are slower than expected. Talked about the presenting issues, techniques they had tried, what seemed to work well, what <u>hadn't</u> worked as expected.</p>	<p>Check back through course notes and webinars on ed. Consider posting on FB group to see if others have relevant experience and can advise. Explore books for helpful, relevant info. Review progress next session.</p>	
<p>Discussed the differences between online and in person therapy. S felt he limits the techniques he uses when treating clients online.</p>	<p>S will try to extend the techniques he uses when treating online. He is going to try some more NLP techniques which he often uses confidently during in-person sessions. Review next session.</p>	



My role and commitment to you

- ▶ Provide a professional service in a safe, welcoming and confidential manner
- ▶ Set up a 'contract' with you at your first session, so we both know what is expected of us, including punctuality, cancellation procedure etc
- ▶ Duty of care to keep confidentiality for you and your client - we can use code names for your clients for anonymity
- ▶ Listen, support and encourage, without judgement
- ▶ Sessions conducted with respect, honesty and openness
- ▶ Offer advice when requested
- ▶ Provide support and signposting to services/courses as required
- ▶ Commitment to do my best to help you to become your best

Your role

- ▶ Commitment to the process
- ▶ Take responsibility for your own professional development
- ▶ Planning ahead of sessions - your career, your money, make the most of it
- ▶ Honesty and openness
- ▶ Be prepared for reflective practice
- ▶ Keep your records safe in case of audit



Supervision Records

Vanessa Karl
 GHR, ACCPH registered Supervisor for Hypnotherapists

Supervision Record for: _____

Telephone No: _____

Email: _____

Date	Session Length	Online or office	Supervisor Signature	Comments
Total hrs				

Declaration: I confirm that the information supplied here is, to the best of my knowledge, true.

Supervisee Signature: _____ Date: _____

Supervisor Signature: _____ Date: _____

Supervision fee



- ▶ Typical cost for 1 hour 1-1 supervision ranges from £50 - £100
- ▶ Standard fee for non-AP students and graduates - £50
- ▶ Fee for AP students and graduates - £40
- ▶ **Introductory offer available if you sign up by 31st December 2020 for a fixed price of £35 per session for 12 months.**



Professional Development

- ▶ Thank you for taking the time to watch this presentation, it's the first time I have done it in this format, so if you have any feedback on how it could be improved, please let me know.
- ▶ I hope it has given you an idea of what Supervision is and if you have any questions at all, please do just ask
- ▶ www.vanessakarl.com
- ▶ Email: info@vanessakarl.com