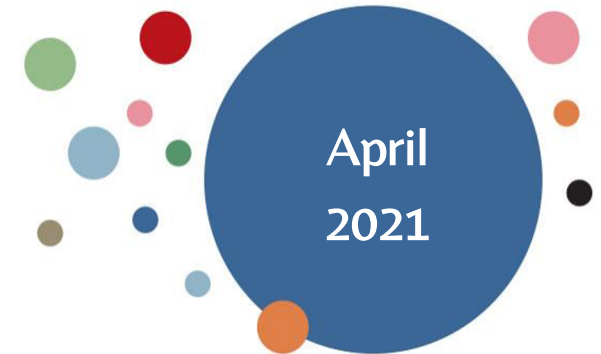


Masterclass



The Seven-Eyed Model of Supervision

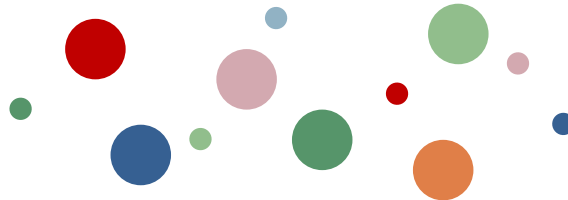
With Points of You® Expert
Jean-Francois Jadin



Projection

Psychological projection is a defence mechanism which the ego defends itself against unconscious impulses or qualities (both positive and negative) by denying their existence in themselves by attributing them to others.

For example, a bully may project their own feelings of vulnerability onto the target, or a person who is confused will project their own feelings of confusion and inadequacy onto other people.

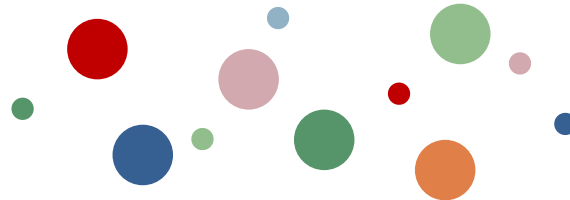




Projection

Projection was conceptualised by Sigmund Freud. Freud considered that, in projection, thoughts, motivations, desires, and feelings that cannot be accepted as one's own are dealt with by being placed in the outside world and attributed to someone else. What the ego repudiates is split off and placed in another.

Freud would later come to believe that projection did not take place arbitrarily, but rather seized on and exaggerated an element that already existed on a small scale in the other person.



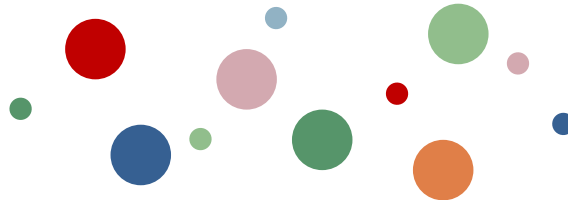


Transference

Transference is a psychology term used to describe a phenomenon in which an individual redirects emotions and feelings, often unconsciously, from one person to another.

This process may occur in therapy, when a person receiving treatment applies feelings toward—or expectations of—another person onto the therapist and then begins to interact with the therapist as if the therapist were the other individual.

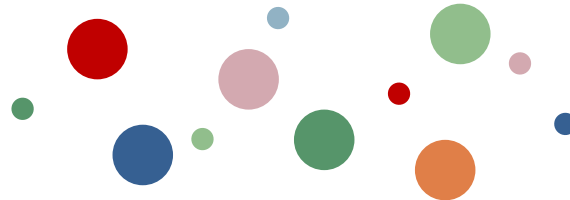
Often, the patterns seen in transference will be representative of a relationship from childhood.





Counter-Transference

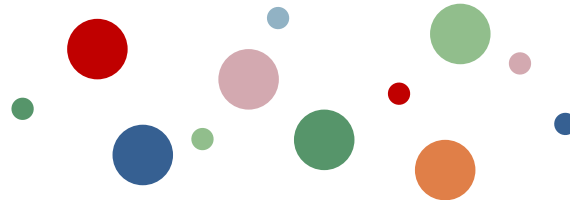
Countertransference, which occurs when a therapist transfers emotions to a person in therapy, is often a reaction to transference, a phenomenon in which the person in treatment redirects feelings for others onto the therapist.





Parallel Process

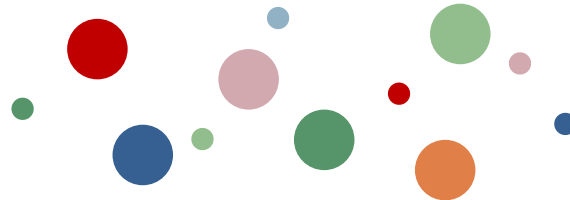
Parallel process is a phenomenon noted between coach and supervisor, whereby the coach recreates, or parallels, the client's problems by way of relating to the supervisor. The client's transference and the coach's countertransference thus reappear in the mirror of the coach/supervisor relationship.





Supervision

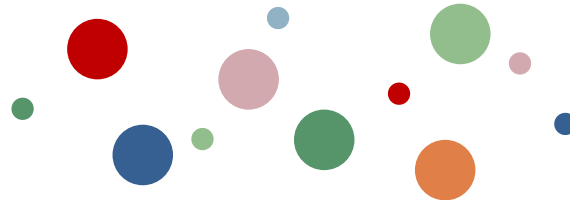
Supervision is the interaction that occurs when a coach brings his/her coaching work experiences to a supervisor in order to be supported and to engage in reflective dialogue and collaborative learning for the development and benefit of the coach, their clients and their organisations.





Supervision

The purpose of supervision is to enhance the wellbeing, and develop the practice of coaches and/or mentors of all levels of experience. Supervision is considered a powerful vehicle for deep learning: its benefits extend beyond the supervisee and include their clients and sponsoring organisations.





Supervision

The **Developmental** Function

Concerned with development of skills, understanding and capacities of the coach / mentor.

The **Resourcing** Function

Providing a supportive space for the coach / mentor to process the experiences they have had when working with clients.

The **Qualitative** Function

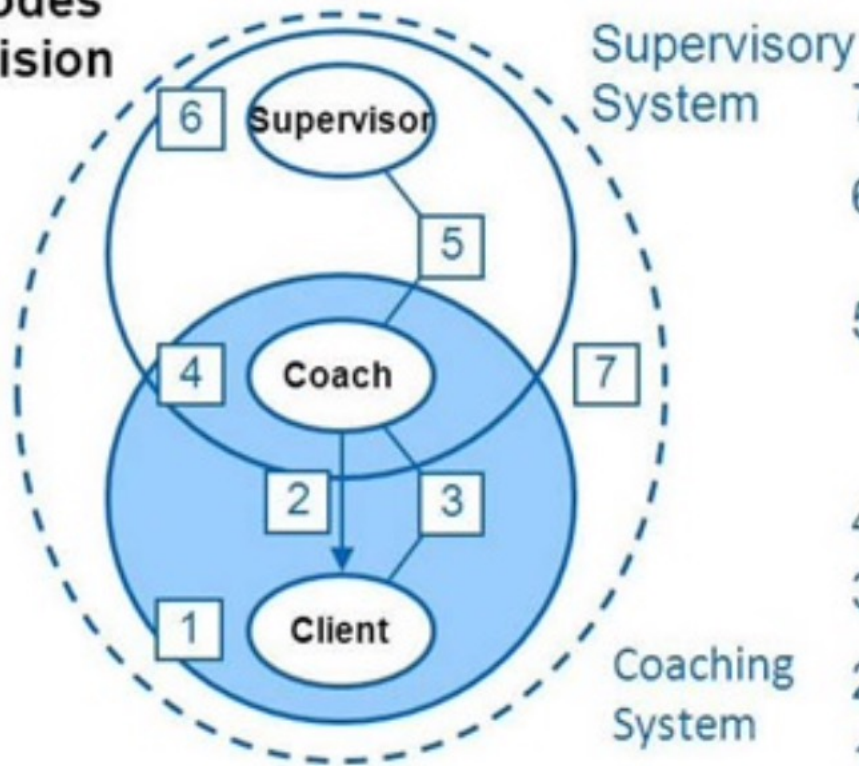
Concerned with quality, work standards and ethical integrity.





The Seven-Eyed Model of Supervision

Seven modes of supervision



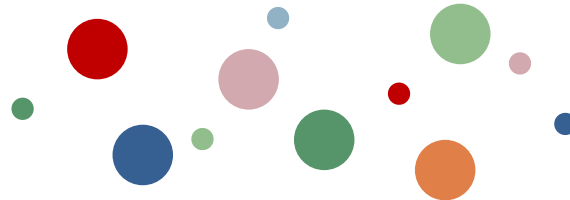
7. The wider context
6. The supervisor
5. The supervisory relationship and parallel process
4. The coach
3. The coaching relationship
2. The coach's interventions
1. The client situation



Eye 1

Focus on the client and what and how they present:

The focus is on the coachee situation; the problem the coachee wants help with, how they present the issues and the choices that they are making.

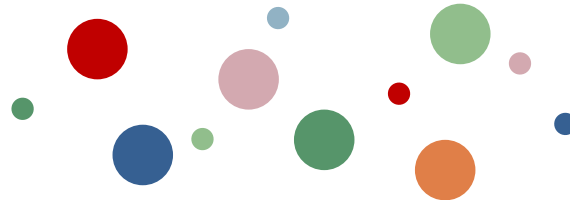




Eye 2

Exploration of the strategies and interventions used by the supervisee:

The focus is on the interventions the coach made, how and why they made them, and what else they might have done.

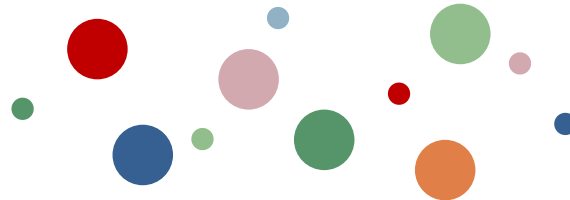




Eye 3

Exploration of the relationship between the client and the supervisee:

The focus is on neither the coach nor their coachee but on the conscious and unconscious interactions between the two of them so that the coach develops a better understanding of the dynamics of the coaching relationship.

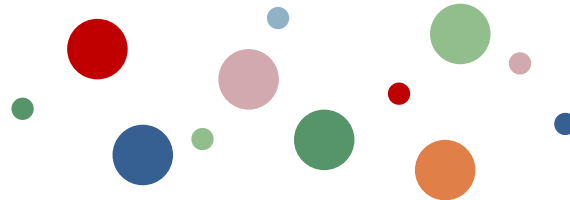




Eye 4

Focus on the supervisee:

The focus is on the coach's own experience as an instrument for registering what is happening beneath the surface of the coachee system.

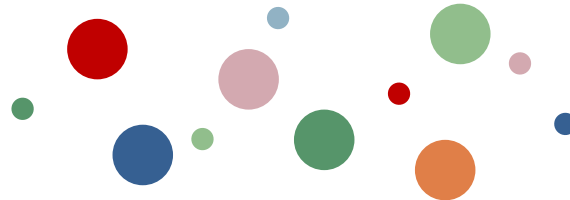




Eye 5

Focus on the supervisory relationship:

The focus is on what the coach has absorbed from the coachee system and how it may be playing out in the relationship between coach and supervisor.

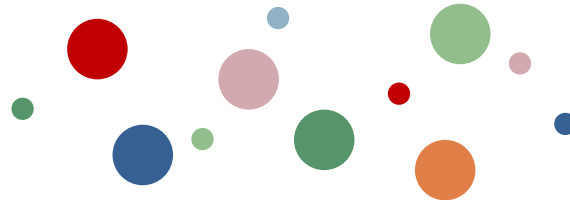




Eye 6

The supervisor focusing on their own process:

The focus is the supervisor's "here and now" experience with the coach and how this can be used to shed light on the coach/coachee relationship.

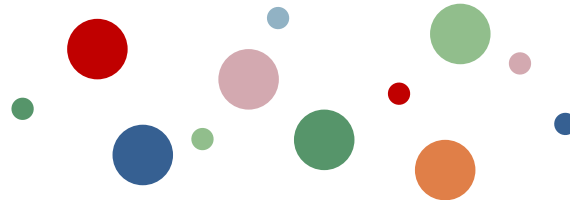




Eye 7

Focus on the wider contexts in which the work happens:

The focus is on the wider organisational, social, cultural, ethical, and contractual context within which the supervision is taking place.





The Seven-Eyed Model of Supervision

In focussing on areas 1-3, the supervision is concerned with reflecting on the coaching session itself - its content, the interventions made, and the dynamics of the coaching relationship.

In areas 4-6, the supervision is concerned with the coaching session as it is reflected in the here and now experience of the supervision session.

The value of this model is that it maps the areas that supervision can focus on, making it easier to ensure that we have covered the ground.





Resources on Supervision

