



## Reflective Supervision

Practice supervision gives one worker responsibility for reviewing and supporting the work of another colleague or group of colleagues. Reflective supervision can support practitioners' critical thinking and analysis, enhance emotional wellbeing and is a core element in any learning organisation.

This selection of learning resources about supervision can be used to support evidence-informed practice with adults.

### Key Resource

[Reflective supervision: Learning Hub \(2025\)](#) – a resource hub that contains practical tips, learning from research and ideas about how to put learning into practice in supervision. Resources are broken down into six sections:

1. [What is the purpose of supervision?](#)
2. [Putting reflection at the heart of supervision](#)
3. [Supporting critical analysis](#)
4. [Building effective supervision relationships](#)
5. [Using group supervision](#)
6. [Emotional resilience and containment](#)

### Read

Short read: [Using intervision to improve practice: Views \(2025\)](#)  
Longer read: [Difficult conversations in social care: Frontline Briefing \(2023\)](#)  
Longer read: [Supporting wellbeing remotely: Leaders' Briefing \(2021\)](#)  
Longer read: [Leading with compassion: Supervisors' Briefing \(2019\)](#)  
Longer read: [Wellbeing supervision: Supervisors' Briefing \(2019\)](#)  
Short read: [What is... supervision in adult social care?: Brief Guide \(2019\)](#)

### Watch

5 minutes: [Dialogic practice: Garavan's six steps: Video \(2023\)](#)  
8 minutes: [Non-violent communication: Video \(2023\)](#)  
4 minutes: [The 4x4x4 supervision model: Video \(2022\)](#)  
90 minutes: [Supporting practice: having courageous conversations: Recorded Webinar \(2021\)](#)  
90 minutes: [Recovery, work-life balance, wellbeing: how to switch off: Recorded Webinar \(2021\)](#)  
70 minutes: [Coaching in adult social care: Recorded Webinar \(2021\)](#)

### Tools

[Critical reflection and analysis: Learning Pathway \(2025\)](#) – a modular programme that explores why critical reflection and analysis are foundational to effective practice in social care and provides tools and reflective questions to build on skills and knowledge. Modules don't have to be accessed chronologically so you can dip in and out to support supervision conversations.

[Appreciative Inquiry: Practice Tool \(2025\)](#)

[Equity: Change Project resources \(2024\)](#) – a hub of resources designed to support you to use intersectionality to explore the practices, attitudes and actions needed to overcome barriers, challenge oppression and increase equity.

[Good Assessment Practitioners' Handbook: Second edition \(2022\)](#)

### Listen

31 minutes: [The importance of reflective supervision: Podcast \(2024\)](#)  
38 minutes: [The Good Assessment Handbook: Podcast \(2022\)](#)

### Reflect

Reflect on and record your CPD using the button on each resource page. You can also bookmark and share resources with colleagues. Log and review your reflections in 'Your CPD'.

For more resources explore the [supervision topic page](#).