

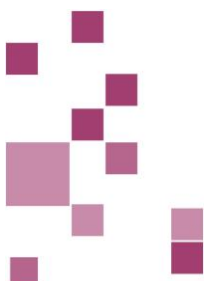
## Reflective questions for use in supervision

The questions below link to the content of the Standards in Social Work Education (SiSWE) and may be helpful for supervision discussions. Some questions might be more suitable for students at an early stage of training and others for students in the final stage. You can use these questions flexibly and examples of how you might use them include:

- asking some of the questions in supervision to prompt reflection and discussion
- using them as a task for the student (eg preparing for a piece of work or for reflecting on before the next supervision meeting)
- asking the student to answer selected questions in their reflective journal/log
- embedding questions in a case study based on your practice setting.

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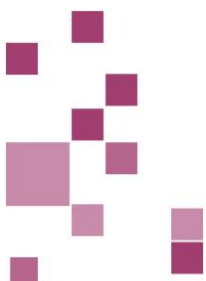
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## Self

Self-awareness and knowledge of the impact of self on others is a key area of learning for social work students. Reflection in supervision can support insight and knowledge about students' skills, strengths and areas for development.

- What personal and work experiences do you bring?
- What would friends, family or colleagues say you are good at (eg strengths and skills)?
- What tasks/activities do you feel confident doing here?
- What tasks/activities do you feel less confident or worried about?
- What do you need to know more about, to feel competent working in this setting?
- What are your strategies for balancing study, practice learning, paid work and home life?
- How do you organise yourself (making plans, prioritising, meeting deadlines)?



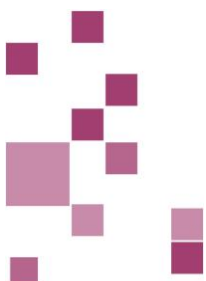
## Knowledge

Knowledge about the student's practice with people receiving services.

- What factual knowledge do you need / have you applied (eg health conditions)?
- What organisational guidance have you applied?
- What national policy or practice guidance might apply?
- What law is applicable to your role and to the person you are working with?
- What theories, concepts and ideas might apply?
- What research might apply or what might I need to find out more about from research?
- What social work models and methods of working apply?
- What knowledge do you already have which you can apply?
- What other knowledge might be helpful to you at this stage?

Knowledge about the student's role in the organisation.

- What knowledge defines your role and the expectations of you in this role?
- What agency specific knowledge do you need / have you applied (processes and procedures)?
- What knowledge do you need to work effectively with other professionals?
- What knowledge about other services do you need to know?



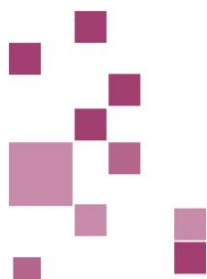
## Values and ethics

Social work values and ethical practice are at the heart of social work practice and are referred to throughout the Standards.

- How have you demonstrated an open minded and non-judgemental attitude?
- How might your preconceptions/assumptions about this person influence you?
- How have you shown respect for, and ability to work with, people with different values, beliefs and perspectives?
- How have you shown kindness and compassion (eg understanding the reality of peoples' lives)?
- How have you worked with cultural difference (eg regarding relationships, cultural practices, religion)?
- How have you made sure your recording is factual and ethical?

To help students work in an ethical way they will need to develop knowledge of legislation, standards and codes of practice.

- What legislation about equality and human rights might apply to your work?
- How have you applied the Ethical Principles?
- How have you applied the [SSSC Codes of Practice](#)?
- How have you applied the principles from the [Health and Social Care Standards](#)?

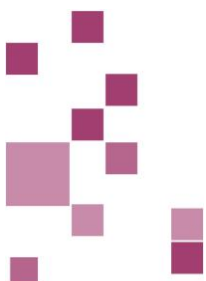


## Questions about preparation and planning

- What knowledge are you applying to this work? Examples may include:
  - factual knowledge (eg physical or mental health conditions, substance misuse, human development)
  - theoretical knowledge and research
  - knowledge of social contexts and disadvantage
  - law or policy
- What do you need to know more about to work with this person?
- How will you assess this person's needs?
  - How will you communicate with them (are there any barriers)?
  - What information do you need to gather?
  - Who else do you need to speak with?

## Questions about professional relationships

- How have you developed a relationship with this person and worked in partnership with them?
- How did you make sure the person understood you and you understood them?
- What might influence this person's behaviour (eg physical or mental ill-health, trauma, adverse childhood experiences)?
- How did you decide the balance between facilitating, supporting, advocating or directly intervening?
- How have you managed care versus control (how have you shown care and compassion and how have you used professional authority when required)?
- How have you worked effectively with other professionals (did they have different priorities, approaches, or values)?



## Questions about assessment

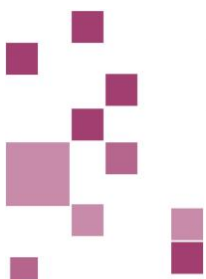
- How have you gathered information for the assessment?
- How have you analysed the information? (What assumptions might you have made? How have you separated out fact from opinion?)
- How have you supported this person's wellbeing?
- What do you think the risks are for this person and what is their view?
- How did you promote positive risk taking while managing risk?
- What legislation or policy might influence how you manage risk?
- How do you know your assessment is ethical and evidence informed?

## Questions about taking action and decision making

- What are the priorities you have identified in this work?
- How did you make plans and agree goals with the person?
- How did you work with other professionals (what worked well, what were the challenges)?
- What are the next steps?
- What knowledge underpins the decisions you made with/about this person (eg factual knowledge, theory, policy, research)?
- What social work methods or models have you used with this person?
  - What is the model about (what makes it different to other models)?
  - What do you think about this model (eg strengths and limitations, contexts when it is useful or not, the value base of the model)?
  - How does it apply to your work)?
- How have you managed any differences of opinion or conflict?

## Questions about reviewing and evaluating

- How will you review and evaluate this work?
- What worked well?
- What new skills or knowledge have you gained from this work?
- What would you do differently next time and why?



## Skills questionnaire for students

You will need lots of different skills for social work practice and you will already have skills from previous work or other experiences which you can draw on. Some of the core skills which will help you meet the SiSWE are below.

<b>Skills</b>	<b>How skilled am I? 1=not very skilled. 10=skilled</b>
Developing relationships (with lots of different people).	1 2 3 4 5 6 7 8 9 10
Managing personal boundaries (not getting inappropriately involved, remaining objective).	1 2 3 4 5 6 7 8 9 10
Supporting people (to do things for themselves, express their needs or wishes).	1 2 3 4 5 6 7 8 9 10
Collaborating (with people receiving services, colleagues, other professionals).	1 2 3 4 5 6 7 8 9 10
Information gathering (asking personal questions, exploring information).	1 2 3 4 5 6 7 8 9 10
Resourcefulness (finding out information, services or community resources).	1 2 3 4 5 6 7 8 9 10
Adaptability (managing different roles and contexts).	1 2 3 4 5 6 7 8 9 10
Flexibility (responding to changing needs and plans, managing crises).	1 2 3 4 5 6 7 8 9 10
Organisational skills (finding your way about, juggling deadlines and priorities).	1 2 3 4 5 6 7 8 9 10
Digital skills (emails, information and recording systems).	1 2 3 4 5 6 7 8 9 10
Taking initiative (asking others, trying out new ideas, being proactive).	1 2 3 4 5 6 7 8 9 10
Perseverance (staying positive and keeping going when it's tough).	1 2 3 4 5 6 7 8 9 10
Using professional authority (saying no, having difficult conversations).	1 2 3 4 5 6 7 8 9 10
Reflective practice (analysing practice, using feedback to develop practice).	1 2 3 4 5 6 7 8 9 10