







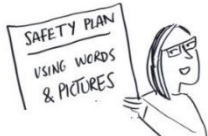



Group Supervision Guide

	<h2>Roles</h2>	<p>Champion/ATM/TM: acts as the facilitator leading the supervision. Talks directly to the caseworker and clarifies anything during the process and about the case Caseworker: Presents a case. The Team: brings their knowledge, experience, hypothesis & learning</p>
	<h2>Genogram and Ecomap</h2>	<p>Genogram: outlining the family members, note families' ethnicity, faith and culture Ecomap: friends and professional network Systemic: several generations, supporting family networks</p>
	<h2>Three - five minute overview</h2>	<p>Caseworker: case overview without interruptions Team & facilitator: make notes using A4, draw a cross to create 4 boxes, Harm, Complicating Factors, Strengths, Safety. No discussion or questioning of caseworker</p>
	<h2>Set the goal</h2>	<p>Facilitator asks: What do you want get out of this consultation/conversation about your case? Set a clear specific goal: What would the family want to change? What would success in this session look like?</p>
	<h2>Danger Statement and Safety Goal</h2>	<p>Everyone: Draft an initial danger statement and a connected safety goal to reflect and analyse the information. Everyone shares these (if big group facilitator chooses and gives theirs inc. caseworker)</p>
<p>After this step only use the elements that will best reach the goal</p>		
	<h2>What's working well?</h2>	<p>Everyone: Writes questions for the caseworker as if being asked directly to the family, network or professionals. Use miracle and exception questions and questions that will help build the network. Share your best questions.</p>
	<h2>Safety and scaling</h2>	<p>Everyone: Works on safety scaling questions and share. E.g. If 10 is you always know when your child will be home and can contact them; and 0 is you have no idea where they are; not in school and stay out all night; where would you be today?</p>
	<h2>What are we worried about?</h2>	<p>Facilitator: Supports group to agree harm or uses the harm matrix. Everyone: Considers hypothesis for the caseworker to test out and writes questions written for the caseworker as if being asked directly to the family, network or professionals.</p>
	<h2>Safety planning</h2>	<p>Facilitator supports group to draft a) Safety plan (day to day), and how it will be fire tested. If services are needed record what the objective is. Or b) Words & Pictures for the caseworker to take away</p>
	<h2>Review & reflection</h2>	<p>Facilitator: Scale with the caseworker: 'Thinking about your goal, how helpful has this process been on a scale of 0-10 where; 10 - this process really helped me, 0 - We haven't done anything to help me at all; where would you scale today?'</p>

TIME OUT & MAKE TIME FOR GROUP SUPERVISION & everyone TURNS UP!



Using EARS in Appreciative Inquiry

	Elicit	Amplify	Reflect	Start-Over
Working Well / Prouddest Work / Biggest Difference	Thinking about your work what's the piece of work you feel proudest of in the last month? Tell me about a challenging situation and how you came over it? What would you say is the most positive thing you have done? What is the biggest difference you have seen in your work since using Signs of Safety in Bexley?	<ul style="list-style-type: none"> Use 5Ws and H: Who, What, When, Where, Why and How Who else was involved? What would they say they noticed about you after this event? Bring out 'I' not 'We' – what did you do? If I had been, there what would I have seen? Who was involved in this with you? What happened that makes you most proud of this work? Who knows about this work that you respect? What would that person say was most important about this piece of work? What are the most important things you did to make this happen? What was the hardest thing you had to do to achieve this success? What would they say was most important about what you did? What was the most important difference that happened because of this piece of work? 	<ul style="list-style-type: none"> When you think about this piece of work that you are proud of what is the biggest learning for you? When you think about what you have achieved what have you learned about yourself as a professional doing this work? What has surprised you about what you have been able to achieve? What difference did it make for x? What learning did you have that you could use in other situations? When you think about this change in your work what's the biggest learning for you? What have you learned about how you want to lead the use of Signs of Safety from this change? 	<p>Allow the conversation to flow, but try and think about when you have used amplifying and reflecting questions. You can re-start with a further eliciting question</p> <p>Look for other examples with behaviour and meaning detail And what else has gone well?</p>
				<p>Reproduced from: Appreciative Inquiry Three-Way Scripts. ©2017 Resolutions Consultancy</p>

Problem Solving Circles

