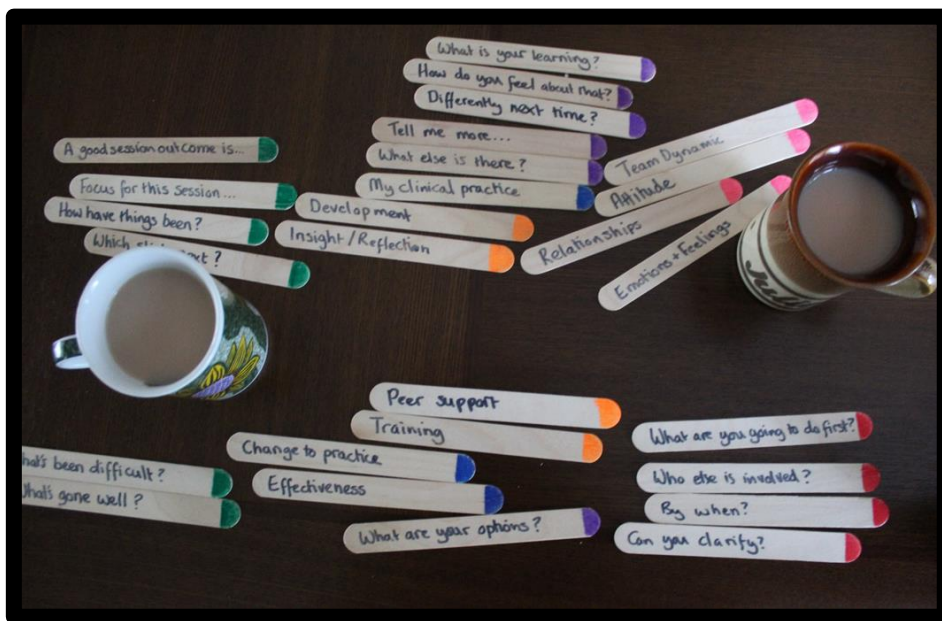


# CLINICAL SUPERVISION STICKS TO SUPPORT MEANINGFUL SUPERVISION CONVERSATIONS FOR THE NOVICE CLINICAL SUPERVISOR

## INSTRUCTIONS FOR USE



**DEVELOPED BY JULIET HARVEY<sup>1</sup> & JILL FRENCH<sup>2</sup>**

1] Practice Development Physiotherapy (Acute), NHS Greater Glasgow & Clyde, Glasgow, Scotland

2] Practice Development Physiotherapy (Partnerships), NHS Greater Glasgow & Clyde, Glasgow, Scotland

### **ACKNOWLEDGEMENTS:**

With thanks to the staff who helped us test and develop this resource

## USEFUL RESOURCES AVAILABLE TO NHS STAFF

Starting Point for Everyone: Turas Clinical Supervision [Module 1](#)

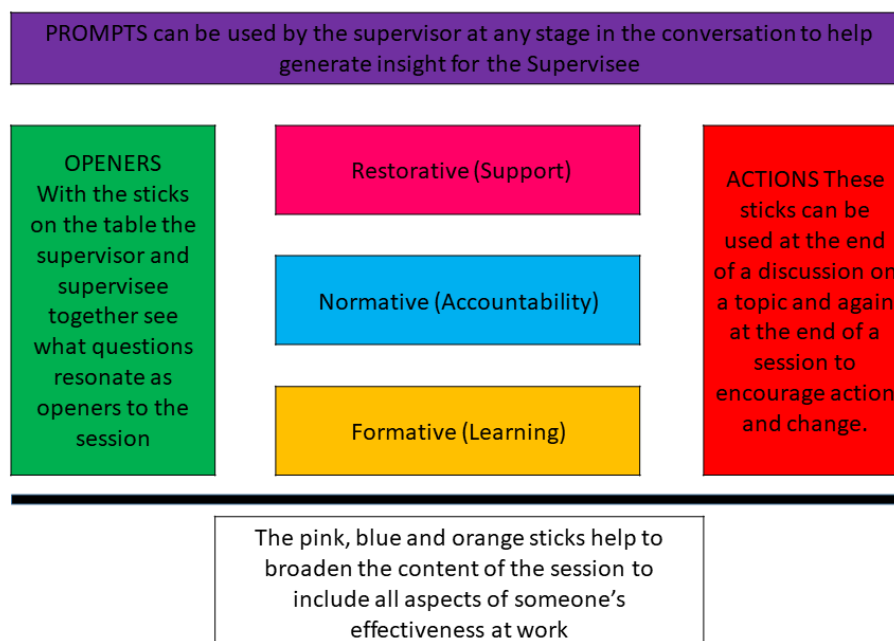
Clinical Supervisors Should Complete Turas Clinical Supervision [Module 2 – 4](#)

Resources to Support Clinical Supervision: [NHS GGC Clinical Supervision Resource Page](#)

## HOW TO USE THE STICKS

There are 6 different coloured sticks (see figure 1), start by laying the sticks out on the table grouped in their colours, the green (openers) at the start and the red (action) at the end. The heart of the conversation will be around Proctors model of Restorative (support), Normative (accountability) and formative (learning) (pink, blue and orange) and these sticks can be laid out in the middle. Not all elements will be covered perhaps only one or two themes. Purple prompt sticks can be used by the supervisor at any stage in the conversation to help generate insight for the Supervisee. The sticks can be used to guide the whole conversation or just parts. Both the supervisor and the supervisee should look over the sticks to become somewhat familiar before starting. The Supervisor and Supervisee should discuss how they wish to use them.

**Figure 1:** Overview of Clinical Supervision Stick Process



## MAKING THE STICKS

The making of the sticks helps the user understand and reflect on questions and engage with the process in a creative way. The resource is easy and cheap to produce, you need about 32 tongue depressor/waxing spatulas/large wooden lolly sticks; fine point black permanent marker; 6 coloured markers. The wording should be included on both sides of the stick to reduce set up time when in use. Figure 2 list the suggested wording for each of the sticks. It takes around 30 mins to make a set of sticks on your own. Allow an hour if you are making with a team and discussing the process as well.

**Figure 2:** Detail of wording on the Clinical Supervision Sticks

OPENER	RESTORATIVE: STAFF SUPPORT	NORMATIVE: ACCOUNTABLY & QUALITY	FORMATIVE: LEARNING & DEVELOPMENT	PROMPT / DEVELOPING INSIGHT	ACTION
I want to talk about....					
How have things been?	Relationships	My current clinical practice	Insights and reflections	What are your options/choices?	What are you going to do first?
Focus of this session is...	Team Dynamics	Changes to practice in the team	Development	Tell me more...	Who else needs to be involved?
What's gone well?	Emotions and feelings	Effectiveness	Training	What else is there?	By when?
What's been difficult?	Attitude	Quality	Peer Support	What are your emotions and feelings?	Can you clarify...?
A good session outcome is...	Something else..	Something else..	Something else..	What is your learning?	
Which stick would you like to go to next?				Differently next time?	

## ONGOING REVIEW

To this point 5 rounds of improvement have taken place using Plan-Do-Study-Act method (Langley et al., 2009). At the time of publication feedback from a wider audience is sought. We would therefore like to invite feedback from you on the use of the Clinical Supervision Sticks using the survey :<https://link.webropol surveys.com/S/517DEBE3EC431104>

Many thanks for any information you are able to share (Deadline 19<sup>th</sup> November 2021)