

CLEAR supervision model

The CLEAR supervision model (Table 6.3) was the first model of supervision developed by Peter Hawkins in the 1980s and he has since adapted it for coaching (see Hawkins and Smith 2006).

Table 6.3 CLEAR supervision model



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- **Contract:** Supervision sessions start with establishing the client's desired outcomes, understanding what needs to be covered and how the supervisor and the supervisory process can be most valuable. They will also agree any basic ground rules and roles.
 - **Listen:** By using active listening and catalytic interventions (see the Heron model, Chapter 10) the supervisor helps the supervisee to develop an understanding of the situation in which they want to effect a difference. The supervisor needs to let the supervisee know how they understand and feel what it is like to be in their shoes. In addition the supervisor can help the supervisee hear themselves more fully through reframing and making new connections in what has been shared.
 - **Explore:** Through questioning, reflection and the generation of new insight and awareness, supervisors work with the supervisee to create different options for handling the relationship with their client or issues that arise in the work.
 - **Action:** Having explored the various dynamics within the situation and developed various options for handling it, the supervisee chooses a way forward and agrees the first steps. At this point it can be useful to do a 'fast-forward rehearsal', to enact the future first step live in the room.
 - **Review:** Reviewing the actions that have been agreed. The supervisor also encourages feedback from the supervisee on what was helpful about the supervision process, what was difficult and what they would like to be different in future supervision sessions (see section on feedback Chapter 10). Agreeing how the planned action will be reviewed at future supervision sessions completes the work.
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