

NQSW adapted 7-eyed supervision model

1: The people using services – what & how they present

NQSW Standard: Critical thinking, professional judgement and decision making

Related Standard: Communication, engagement, and relationship-based professional practice

Ethics: Respecting Diversity, Honesty and Integrity

Goal: Helping NQSW's unpack & formulating the issues

2: The NQSW's strategies and interventions

NQSW Standard: Promoting wellbeing, support and protection

Related Standard: Use of knowledge, research and evidence in practice

Ethics: Human Rights and Dignity, Social Justice

Goal: Increase the NQSW's options & addressing the reasoning and timing

3: The relationship between NQSW and the people using services

NQSW Standard: Communication, engagement and relationship-based professional practice

Related Standard: Working with complexity in unpredictable and ambiguous contexts

Ethics: Participation and coproduction, Self-determination

Goal: Reflecting on and using an external perspective on interpersonal & professional dynamics

4: The NQSW's skills and wellbeing in relation to their role

NQSW Standard: Self-awareness and reflexivity

Related Standard: Critical thinking, professional judgement and decision making

Ethics: Respecting Diversity, Self-determination

Goal: Resilience and wellbeing issues for the NQSW as well as professional judgements

5: The supervisory relationship

NQSW Standard: Use of knowledge, research and evidence in practice

Related Standard: Self-awareness and reflexivity

Ethics: Participation and coproduction

Goal: Regular review of the effectiveness of supervision and caseload dynamics

6: The supervisor offering support from their own experience/learning

NQSW Standard: Working with complexity in unpredictable and ambiguous contexts

Related Standard: Promoting wellbeing, support and protection

Ethics: Honesty and Integrity

Goal: Responses to the NQSW & sharing the supervisor's own concerns or relevant experience

7: The wider contexts in which the work happens

NQSW Standard: Professional leadership

Related Standard: Ethics, values and rights-based practice

Ethics: Social Justice, Partnership

Goal: Organisational, professional and societal issues including Codes of practice, Codes of ethics, local policies & inter-agency relationships

This resource is adapted from the work of from by Hawkins, P and McMahon, A (2020) Supervision in the helping professions (5th edition) Open University Press. It forms part of a suite of resources for NQSWs and their employers in Scotland, part of our evolving national project to develop an NQSW supported year. You can contact us for more information at nqswproject@sssc.uk.com.