

## **NQSW supported year - supervision and professional development** **NQSW adapted 7-eyed supervision model**

1: The people using services – what and 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 the NQSW unpack and formulating the issues

2: The NQSW 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 options and 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 and 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 and 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 and inter-agency relationships



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This resource is adapted from the work of from by Hawkins, P and McMahon, A (2020) Supervision in the helping professions (5<sup>th</sup> 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.

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