

## **NQSW supported year - supervision and professional development Time to reflect – CPL journal**

These questions are drawn together from the learning resources on the **NQSW website**. They are provided here in Word format for any NQSWs who wish to print and scribble their notes or adapt for using digitally as they work through the material. You can easily delete the image of the journal page if you wish to type your notes instead.

The questions are listed under the heading of the online resource section from the website.

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**Your journey through the NQSW supported year**

What will your learning journey look like?

Where do you want to go with your journey of continuing professional learning?

Do you have a clear individual development plan?

What are your learning priorities?

How will you achieve your learning goals?

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**Induction for NQSW**

What did your induction include?

What was involved in your induction?

What did you learn?

How has it helped or assisted you in your work?

How is this linked with your individual development plan as an NQSW?

What do you still need to learn?

Think about the Codes of Practice and what that means for you as a registered social worker?

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**What is supervision?**

Where you fit in the continuum of learning styles?

Reflecting on your strengths, either using the Honey and Mumford categories or another model

Do you think your styles have changed over time?

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**Professional values and identity in supervision**

Think about the concepts in the [Helpful Social Work Podcast episode 8b on Supervision](#) applied to NQSW.

How would you feedback to your supervisor on what does or does not help you progress?

How you might have input into the agenda to use the time in the best way possible for you?

Write down some of these ideas so you can take them to your supervisor for further discussion.

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**Professional knowledge and continuous professional learning**

Reflect on how you record your learning from practice.

When does learning happen for you?

What different ways of developing your knowledge and skills can you think of?

How could you evidence that in your learning log?

How can you continue to access knowledge to support you to improve work with people who use services and contribute to your organisation's learning?

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**Ethics, values and rights-based practice**

What are the ethical dilemmas you have faced in your practice as an NQSW?

How have you resolved ethical conflicts?

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**NQSWs wellbeing and resilience needs**

Think about a time in previous roles, during study or social work placement when you were feeling overwhelmed and note down what internal and external resources you accessed to help manage.

What else might have helped?

Do you have a clear wellbeing plan of what you do to support yourself both inside and outside of work?

What are the indicators that you would need to ask for further support?

Given that we often struggle to think clearly in times of crisis you might want to note things down so you are aware of what would help you in case you need it.



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**Making best use of supervision**

Read your organisational policy around supervision.

It may be on your organisation's intranet or you could ask your manager for it.

Perhaps it was discussed during induction activities when you were taking in lots of new information and now would be a good time to revisit it.

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**Virtual supervision**

Think about ways in which you conduct online meetings.

Write down three things you are using effectively and three things you could improve on.

This might be useful for any online client work as well as supervision and other professional meetings.

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**Supervision models**

Of the Heron categories set out on the website note which interventions you feel are most helpful and which you may be resistant to.

How could the alliance with your supervisor progress to asking for a balance of these interventions, including ones you may find difficult?

Think of different situations over the last month, did you need or desire different supports for them (eg direct advice, questions, encouragement)?

What situations required which kind of support?

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**Peer reflective supervision**

Think about and then discuss in your next supervision session with your line manager.

What you would require to start a peer group reflection within your organisation?

Who would you approach?

What would you need to consider?

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**Communication, engagement and relationship-based professional practice**

What skills and knowledge are you bringing to your communication, engagement and relationship-based professional practice?

Why does this matter for your role?

What skills would you like to develop? How will you do this?

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**Critical thinking, professional judgement and decision making?**

How would you rate your confidence in Critical thinking, professional judgement and decision making?

1 is very low in confidence and 10 is very high

1 2 3 4 5 6 7 8 9 10

What has made you pitch your response here?

What would help you enhance your confidence and how will you plan this?

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**Working in teams and partnerships**

What is your role in any team you are part of?

How do you contribute to meetings?

How would you like to be contributing to these meetings?

What have you learned from any of these meetings?

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**NQSWs – How people using services benefit from supervision**

How do you bring the views of people who use services into your supervision, striking a balance between positive and negative feedback about services including your work?

Write down what you will do differently in your next supervision session to ensure the view of the person using services is central?



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**Use of knowledge, research and evidence in practice**

We recommend using the [Iriss Navigating evidence](#) tool to support your professional development in this area.

**Professional leadership**

Have a look at the [Step Into Leadership](#) resources.

What ways do you think you have a leadership role as an NQSW?

How can you influence ethical, rights-based responses to people using services?

How can you influence professional social work practice?

What skills and knowledge do you want to develop in this area? How will you do this?

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**Being a social worker**

How do I see my role as a social worker?

Why did I become a social worker?

What kind of social worker do I think I am?

What values do I believe I have? And how do I demonstrate them?

What have you learned about yourself going through the process from student to NQSW?

What are your feelings about being a registered social worker and on a professional register?

What difference do you think it will make to your practice?

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**Promoting wellbeing, support and protection**

What is your role in promoting wellbeing, support and protection of children?

What is your role in promoting wellbeing, support and protection of adults?

What ways do you work with colleagues to ensure the protection of children and adults?

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**Risk**

What are the key issues for you around "Risk"?

Do you think you are experienced in assessing and managing risks?

What Risk considerations did you make in the first hour since getting out of bed today?

Are there colleagues you would discuss your thoughts about risk with?

What informs your approach to risk assessment and management?

What areas of knowledge and skills do you need to develop in this area? How will you do this?

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**Learning from serious case reviews**

Explore the reports that have been published on serious case reviews in Scotland.

Identify your own examples, where good supervision has supported positive outcomes for a client and where opportunities for improvement were not fully explored.

Consider which supervision behaviours impacted these differing outcomes.

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**Learning from mistakes**

Identify what went wrong?

Why do you think this went wrong?

What can you do to prevent it happening again?

How can you learn from this to improve for the next similar situation?