"I'm a Supervisor But Who Am I Really: a Psycho-spiritual Approach to Supervision as a Tool to Assist the Supervisor"

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OBJECTIVES

• The participant will be able to define the role of a supervisor

• The participant will be able to define the purpose of supervision

• The participant will learn techniques leading to self-knowledge and reflection

• The participant will gain knowledge of how to incorporate self-knowledge into the professional role of a supervisor
... take away ...

- To think differently
- Change perspective
- Not a list of things to do
PARADIGM

- A philosophical or theoretical framework of any kind
To adjust to a paradigm shift we need to adjust our thoughts & reactions ...
The most dangerous phrase in the language is "we've always done it this way."

Rear Admiral Grace Hopper
Outline

- Supervision / Leadership
- Stress Reactions
- Spirituality
  - Explain "Spirituality"
  - Impact on Treatment
  - Impact on Each of Us
“Experience is more predictive of a good outcome in counseling than the model of treatment used.”

-- Carl Rogers
Skills / Qualities of a Counselor

Have an identity
Respect yourself
Recognize your power
Be open to change
Sense of humor
Wiling to admit mistakes
Skills / Qualities of a Counselor

Expand awareness of self → grow as a “person” not only as a counselor

Empathetic

Authentic ; sincere ; honest

Develop your own style

- “Theory & Practice of Counseling & Psychotherapy” - Corey pp. 12-16
Leadership Competencies

- high self-awareness
- high level of motivation
- strong sense of empathy
- great social skills

-- Durham (2008)
... Leadership Video

...shift in organizational perspective ...
“The superior leader gets things done with little motion. He imparts instruction not through many words but through a few deeds. He keeps informed about everything but interferes hardly at all. He is a catalyst, and although things would not get done as well if he weren’t there, when they succeed, he takes no credit. Because he takes no credit, credit never leaves him.”

-- Lao-Tzu, 6th c., BC
The differences between a **BOSS** and a **Leader**

<table>
<thead>
<tr>
<th>BOSS</th>
<th>Leader</th>
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<tbody>
<tr>
<td>Drives employees</td>
<td>Coaches employees</td>
</tr>
<tr>
<td>Depends on authority</td>
<td>Depends on goodwill</td>
</tr>
<tr>
<td>Inspires fear</td>
<td>Generates enthusiasm</td>
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<tr>
<td>Says “I”</td>
<td>Says “We”</td>
</tr>
<tr>
<td>Places blame for the breakdown</td>
<td>Fixes the breakdown</td>
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<tr>
<td>Knows how it’s done</td>
<td>Shows how it’s done</td>
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<tr>
<td>Uses people</td>
<td>Develops people</td>
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<tr>
<td>Takes credit</td>
<td>Gives credit</td>
</tr>
<tr>
<td>Commands</td>
<td>Asks</td>
</tr>
<tr>
<td>Says “Go”</td>
<td>Says “Let’s go”</td>
</tr>
</tbody>
</table>
Arrogance vs Confidence

Arrogant people are very insecure

VS

Confident people are very aware and accepting of their short comings and weaknesses – no insecurities
Clinical Supervision is

... a relationship between two fallible human beings based on mutual dependence."

“A good clinical supervisor is a therapist doing supervision, not a supervisor doing therapy”

-- Durham (2008)
“People often say that motivation doesn't last. Well, neither does bathing--that's why we recommend it daily.” ~ Zig Ziglar
Stress ...

... in & of itself is not the issue ...
Our reaction is the issue ...
You know you are stressed when …

You get a phone call from a client who wants to cancel an appointment & you do a little happy dance …

You answer your cell phone with the greeting you use at the office …
You know you are stressed when …

A client calls and asks for you and you tell them you are not in …

You consider a 40-hour work week a vacation …
You know you are stressed when …

You think about how relaxing it would be to be in jail right now …

-- Paula Heller-Garland
“What you do is not who you are”

We need to discover our motivation and purpose

-- Gerald Shulman  “Is What I Do Who I Am?”
“The driving force in my life is to make a difference”  -- Shulman

“If I measure my success by looking at the outcome of sobriety by my patients as a result of my treatment, my self-image is going to take a major blow”

-- Shulman  “Is What I Do Who I Am?”
“What if I measure the progress toward my purpose in life not by outcomes that I cannot control but by processes that I can?”

-- Shulman “Is What I Do Who I Am?”
The Myth of Tomorrow: Seven Essential Keys for Living the Life You Want Today by: Gary Buffone, PhD

- Reclaim what is most important in our life

- Live in the moment

- Make the decision to have the life we really want

- Things pale in comparison to “developing greater love and acceptance of self and others”
We can’t give someone something we don’t have …

~ ~ ~

“You counsel out of whom you have become”

-- Carl Rogers
Always Make Self-care a Priority
by: Nicholas A. Roes, PhD

➢ Get in touch; stay in touch with what is motivating you

➢ Pay attention to small changes in how you are feeling & relating to others

➢ Recall your “beginner’s enthusiasm”

➢ Set & keep sensible boundaries
✓ Find & keep balance in your life

✓ Track your negative cognitions that interfere with self-care. What are your “should” statements?

-- ACA Taskforce on Counselor Wellness & Impairment
Don’t rescue others from their “legitimate suffering”

-- *When Helping you is Hurting Me* by: Carmen Renee Berry

~ ~ ~

“It is like when a Mother allows a small child to walk on it’s own instead of holding it by her hand. She knows it may fall but learning to walk on one’s own is worth a few falls.”

-- C. S. Lewis 1949
Stress and burnout appear to be more strongly linked when caseloads are lower and opportunities for staff to influence program practices are few.

Where staff have smaller caseloads, higher stress is associated with higher burnout.
Furthermore, cultivating a workplace culture where staff members feel influential—where their insights are sought and their views are heard—may serve to diminish the stress–burnout relationship.
How does this make sense?

- Increased stress does not necessarily lead to feelings of being overwhelmed and exhausted, instead, it may provide motivation to work harder as the stress is perceived as a “challenge” rather than an obstacle.

- This study also found that the degree to which members of the organization perceive themselves as having influence can moderate the relationship between stress and staff burnout.
"The emotional connection is what differentiates burnout from occupational stress ... Burnout is tied to work that is demanding and involves emotional investment."

-- "Causes, Consequences, and Prevention of Burnout Among Substance Abuse Treatment Counselors: A Rural Versus Urban Comparison"
“... (P)eople with addiction tend to be concerned with spirituality, forgiveness, and guilt, each relating to the human conscience as the person struggles with who they are, who they ought to be and the meaning of life. These are the existential aspects of living with addiction.”

(Langman, Louise, et al, 2012)
"In addiction, meditation is helpful when coupled with drug and cognitive therapies, study suggests."

... suggest that rehabilitation strategies coupling meditation-like practices with drug and behavior therapies are more helpful than drug-plus-talk therapy alone when helping people overcome addiction.
"While it may not be impossible to measure spirituality in an empirical sense, it may be possible to clarify what role spirituality plays in aiding sustained recovery and prevention ... We will suggest connectedness as an integral component in defining spirituality ... as gaining knowledge through connectedness to others.” (Tonigan, J. Scott, 2007)
In treatment sessions clinicians are trained to re-connect clients to healthy persons in healthy relationships. Therefore, in the same vein, clinicians need a sense of connectedness to themselves, their peers and the organization for which they work.
“Maslow himself recognized a motivational force higher than self-actualization, an inner drive to place the needs of others above a person’s own needs. Some have called it self-transcendence. Others have called it personal integration. Still others have called it holiness.”
(Ferder, 1986)
"It may be when we no longer know what to do, we have come to our real work, and when we no longer know which way to go, we have begun our real journey."

-- Wendell Berry
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References


