

Increased Skill

RS improves observation and listening skills, supports greater empathy for client experiences, and helps a professional focus on relationship based interventions, rather than more directive approaches (Barron et al., 2022-1; Meuwissen et al., 2022; Shea et al., 2022).



Client Retention

A professional's participation in RS is linked to increased engagement and retention of young children and families in programs and services (Mcguigan et al., 2003).



Decreased Burnout

RS decreases burnout that can create turnover by increasing positive energy around the work, which can sustain a professional's ability to engage in emotionally taxing work over time (Harrison 2016; Meuwissen et al., 2022).



Self-Reflection

Engagement in RS promotes growth in self-reflection, which can help a professional manage emotions and use more intentional responses in their work (Meuwissen & Watson, 2022).



Brave Conversations

RS offers space for brave conversations about power, privilege, and systemic racism that strengthen outcomes and our workforce (Stroud, 2010; Wilson et al. 2021).



Reflective Supervision in the Research

What is Reflective Supervision?

- Reflective supervision (RS) is a professional development practice for *all professionals* working with or on behalf of young children.
- It is considered best practice because it is linked to the provision of high quality services to young children and their caregivers.
- Through regularly scheduled reflective sessions, the professional and their supervisor/consultant establish a collaborative and reflective alliance in which trust is built.
- The relationship, which strives to support the professional in feeling seen, heard, and understood, provides a model for strengthening relationships and promoting the growth and development of babies, young children, their parents, and caregivers.
- RS provides a regular opportunity for a professional to talk about their work and the impact their work has on themselves and others.
- RS fosters critical self-awareness and the ability to consider multiple perspectives, all of which enhance an organization's implementation of a relationship-based culture (Alliance for the Advancement of Infant Mental Health, 2023).

Learn More

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