

Reflective Strength-Based Supervision



Reflective, strength-based supervision for staff is a practice that leads to excellence at Doorways. Doorways not only ensures staff receive direct supervision, but invests in the quality and design of supervision. Providing **reflective, strength-based supervision** for staff fully taps and utilizes the staff's collective strengths by **routinely seeking and valuing staff contributions toward the mission.** This model requires management to slow down, *stop, look and listen* on a deeper level to partner with staff and make decisions. We find the extra supervision time pays off in higher productivity and staff morale and stronger client outcomes and staff retention.

This mindful attention to staff development has created a team in which staff are confident, and more competent and grounded in their contribution to the agency's mission. In a recent staff satisfaction survey, 100% of staff responded they believed they were contributing to the agency mission.

Doorways implements this best practice through the **use of *mutual competency reflective supervision strategies*** as developed by *Zero to Three* and the *Ounce of Prevention Fund*, which is based on three dynamic principles:

- Supervision is collaborative – Staff, like clients, performs best when given positive, constructive feedback and are **approached from a strength-based perspective. Supervisors are trained and expected to create an environment in which staff feel competent and able to build upon their strengths and voice their ideas.**
- Supervision is reflective – Staff are engaged and seen as experts in their work. **Through reflection they are encouraged to use critical thinking skills and solve problems for themselves,** reducing the need for micromanagement.
- Supervision is regular – Ensuring regular, individual, supportive supervision is a priority for all supervisory staff.

For more information on Doorways Management and Leadership, please email us at info@doorwaysVA.org or call 703-522-8858.