



Learn More



Scan the QR Code above or
visit our website at
<https://www.vaimh.org/reflective-supervision>

**We do not learn from
experience . . . we learn from
reflecting on experience.**

John Dewey



*What Happens in the Early Years
Matters Forever*

REFLECTIVE SUPERVISION / CONSULTATION

AN OVERVIEW

What is Reflective Supervision?

- It 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.
- This trusting relationship allows professionals to feel seen and heard by giving space to think more deeply and with greater curiosity about a child and family without fear of judgment.
- It is a parallel process. The professional is able to feel held and supported, which can then be modeled for the parent(s)/caregiver(s). They in turn are better able to hold and support their infant or young child in forming stronger attachments.
- Through regularly scheduled reflective sessions, a trusting alliance is formed creating space for honest discussion and introspection about the important work of promoting infant/early childhood mental health.
- Reflective Supervision fosters critical self-awareness and encourages the consideration of multiple perspectives and wonderings that lead to professional and personal growth.

VAIMH's Reflective Supervision Registry

<https://vaimh.org/reflective-supervision#rsc-providers>



Why is Reflective Supervision Important?

INCREASED SKILL

Reflective Supervision improves observation and listening skills, supports greater empathy for client experiences, and helps a professional focus on relationship-based interventions in lieu of more directive approaches.

CLIENT RETENTION

A professional's participation in Reflective Supervision is linked to increased engagement and retention of young children and families in programs and services.

DECREASED BURNOUT

Reflective Supervision decreases burnout that can create turnover by increasing positive energy around the work, leading to a professional's ability to feel supported and understood.

SELF-REFLECTION

Reflective Supervision promotes growth through self-reflection, which can help a professional manage emotions and use more intentional responses in their work.

BRAVE CONVERSATIONS

Reflective Supervision offers a space for difficult conversations that can include racism, power, privilege, implicit bias, etc. These conversations, alongside honest reflection and discussion can lead to stronger outcomes and workforce.