



The Association
of UK Dietitians

Self Compassion and Supervision

In Mental Health, Learning Disabilities and Eating Disorders

Part 1: Mental Health Dietetic Workforce
Development Series

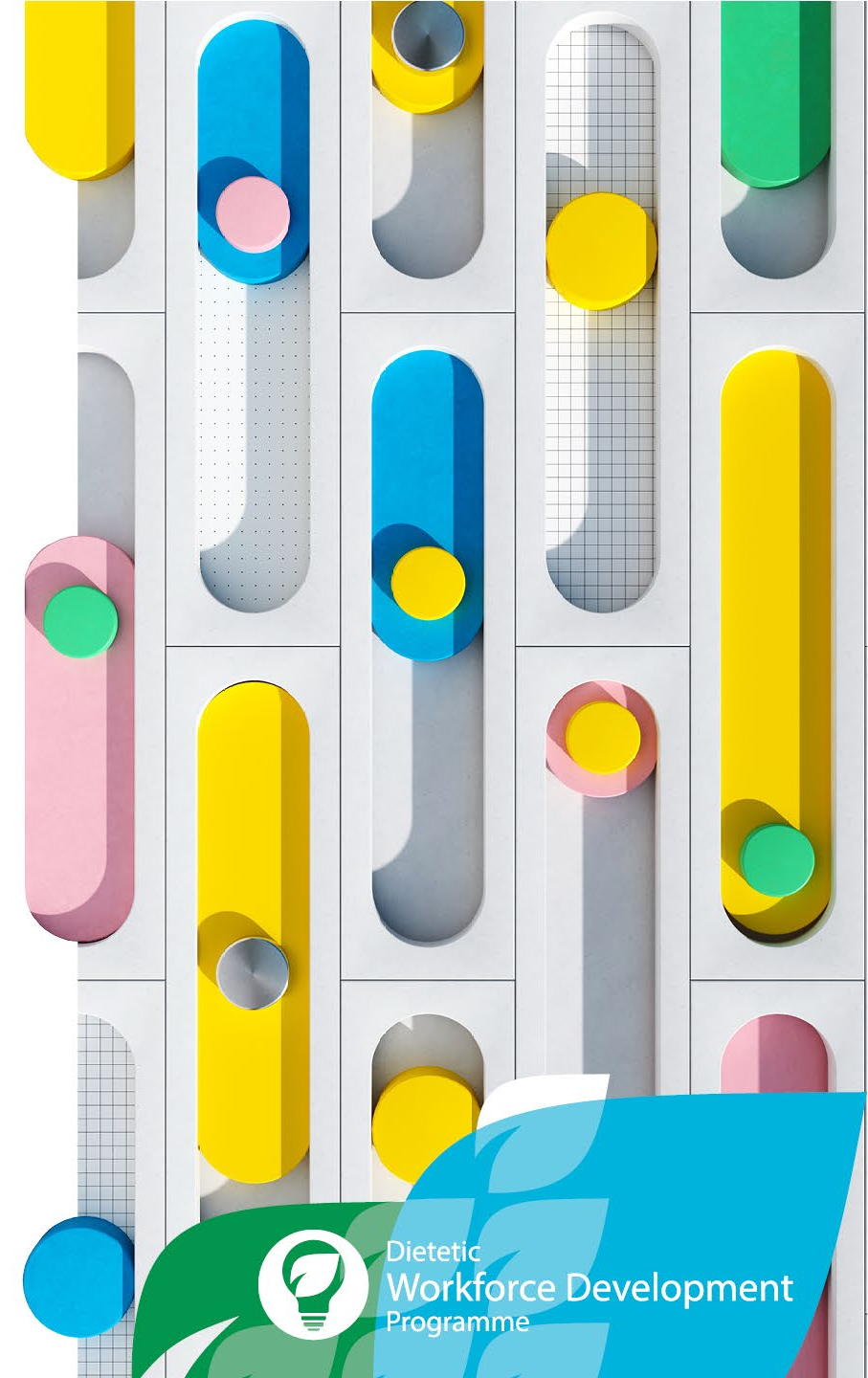


Dietetic
Workforce Development
Programme

Self compassion and Supervision

Why this topic?

- 70.6% agreed or strongly agreed that they can access regular and appropriate supervision
- Although, 74% noted barriers to receiving supervision
- Complex and emotive working environment
- BDA and HCPC requirements for regular quality supervision



Self Compassion and Supervision Session Agenda



Importance of Supervision, Sian Cunningham, BDA



Self Compassion



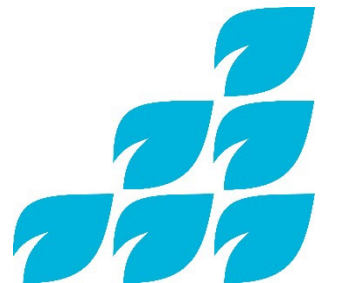
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The value of supervision and how we maintain our psychological safety

Sian Cunningham , BDA
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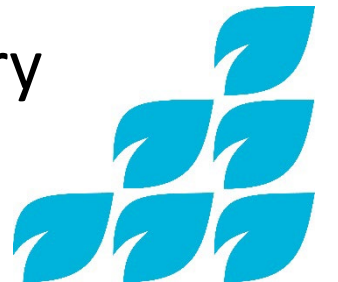
Supervision

“no single or agreed definition of supervision, at its core, supervision is a process of professional learning and development that enables individuals to reflect on and develop their knowledge, skills, and competence, through agreed and regular support with another professional”



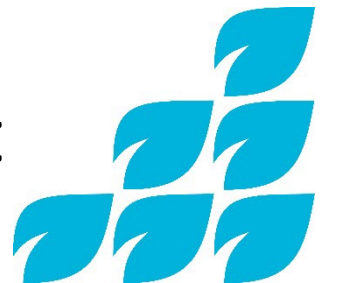
BDA: Practice supervision

- Supervision should be included within working practices and not considered as an “add on”
- Important for all grades of staff and the wider workforce
- A key component to supporting registered dietitians to meet the HCPC Standards
- Can be delivered across professions and across multi-disciplinary teams



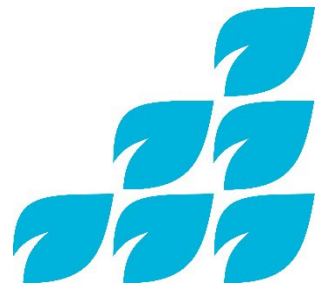
Practice supervision v line management

- Managerial supervision assesses a person's performance against specific aspects (such as department policy) and is led by a line manager.
- Practice supervision should be led by the supervisee and take place on a regular basis to provide continued support.
- You should have access to both practice supervision, and managerial supervision.
- Having managerial and practice supervision with different people, can help to distinguish clear boundaries.

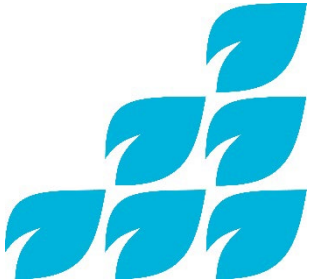


Supervision & the HCPC

- HCPC Standards support the case that registrants should be participating in supervision as part of their practice (where possible)
- Supervision can demonstrate your CPD, notes that you take during your sessions can be submitted as evidence if you are selected for HCPC audit.
- Keep an accurate record of your supervision activities
 - what was discussed at your sessions
 - feedback received or provided
 - reflection notes
 - how you have applied this to your practice.

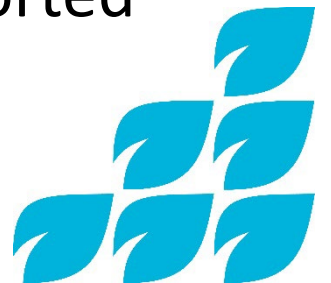


Benefits of effective supervision



Psychological Safety

- Psychological safety is a shared belief held by members of a team that it's OK to take risks, to express their ideas and concerns, to speak up with questions, and to admit mistakes — all without fear of negative consequences.
- Psychological safety is an environment that encourages, recognises and rewards individuals for their contributions and ideas by making individuals feel safe when taking interpersonal risks.
- It is about being open, willing to admit mistakes and feeling supported to speak up



Psychological Safety

Psychological safety exists when you're not afraid too...

🍃 Be Yourself

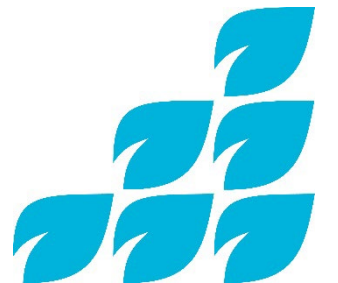
🍃 Make Mistakes

🍃 Ask Questions

🍃 Take Risks

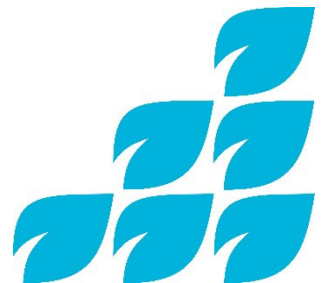
🍃 Raise problems

🍃 Disagree



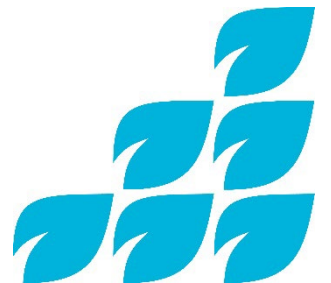
Psychological safety good practice

- Make personal connections and get to know staff as individuals.
- **Talk** about key cultural issues such as psychological safety, civility, diversity of thinking and humility
- Consider a behaviour framework that staff can sign up to.
- Show that you value staff by ensuring that they feel safe and supported, particularly when things go wrong.
- Create an open, trusting culture where staff are able to speak up and highlight problems.
- Champion the importance of openness and honesty.



Barriers to effective supervision

- Lack of time
- Heavy workload which impacted on the level of support, quality and flexibility of supervision delivered
- Supervision not perceived as a priority by supervisors or supervisees
- Lack of management support or resources available for supervision:
 - Support and training for supervisors
- Lack of understanding and clarity on what the supervision role entails and its purpose.



Frequency of supervision

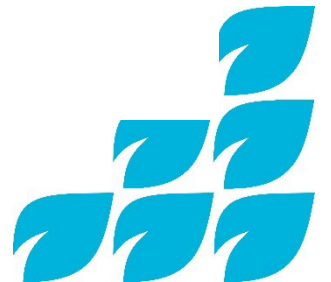
- HCPC Research found scant evidence on the ideal length and frequency of supervision to be effective.
- Most studies reported on the benefits of regular sessions ideally between weekly and fortnightly.
- There was also a suggestion that there was a place for ad hoc supervision to both meet the needs of service but additionally ensure staff wellbeing.
- In some professions daily debrief common practice: its goals are to discuss the actions and thought processes involved in a particular patient care situation, encourage reflection on those actions and thought processes, and incorporate improvement into future performance



Effective Supervision

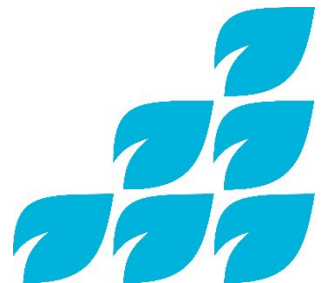
Research commissioned by HCPC

Identified 10 characteristics for effective supervision



10 Characteristics of effective supervision

1. Mutual trust and respect between supervisor and supervisee.
2. **Choice of supervisor to secure a good match on a personal level, an expertise match and to meet cultural needs.**
3. Understanding of the purpose of the supervisory sessions.
4. Supervision focuses on sharing and enhancing knowledge and skills to support professional development and improving service delivery.
5. Supervision is regular and based on the needs of the individual, and ad hoc supervision is provided in cases of need.
6. Supervisory models are based on the needs of the individual, such as one-to-one, group, internal or external or distance.
7. The employer creates protected time, supervisor training and private space to facilitate the supervisory session.
8. Training and feedback is provided for supervisors.
9. Supervision is delivered using a flexible timetable, to ensure all staff have access to sessions, regardless of working patterns.
10. Different types of supervision, including practice, professional and managerial supervision is delivered by different supervisors, or by those who are trained to manage the overlapping responsibility as both line manager and supervisor.

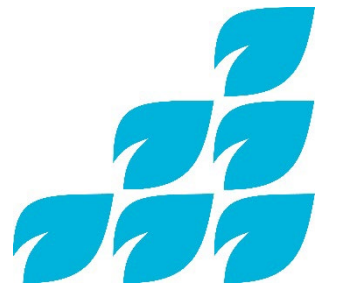


Finding the right supervisor and support

🌿 I'm the only Dietitian in my team

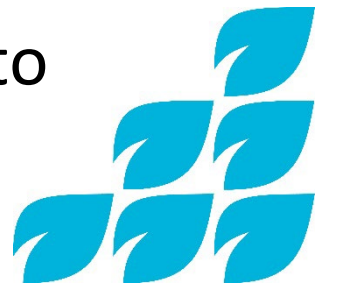
🌿 Can I have supervision from someone within another profession?

🌿 My supervisor is a Dietitian but doesn't have the relevant knowledge or experience of mental health



Summary

- Regular supervision has many benefits for you, your practice, patient outcomes and work place culture.
- Consider the 10 key factors to ensuring supervision is effective
- Make time for supervision and protect that time without exception.
- You should feel psychologically safe at work and can contribute to creating that feeling for others!



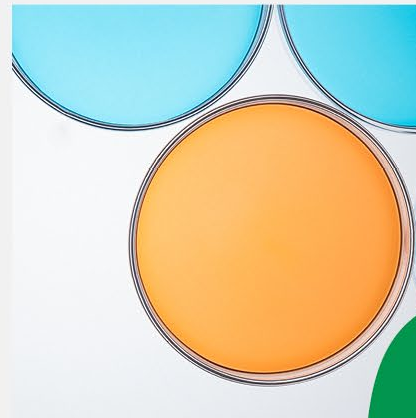
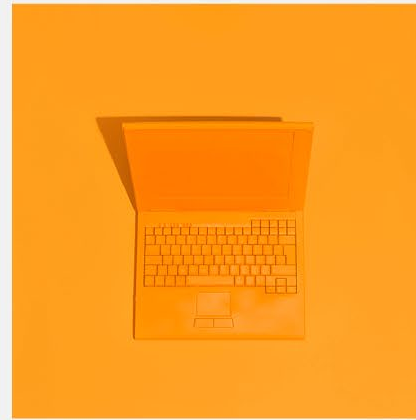
Self care & compassion

Steph Sloan & Caroline Frascina

Why does it matter?

Please discuss in breakout rooms
(10 mins)

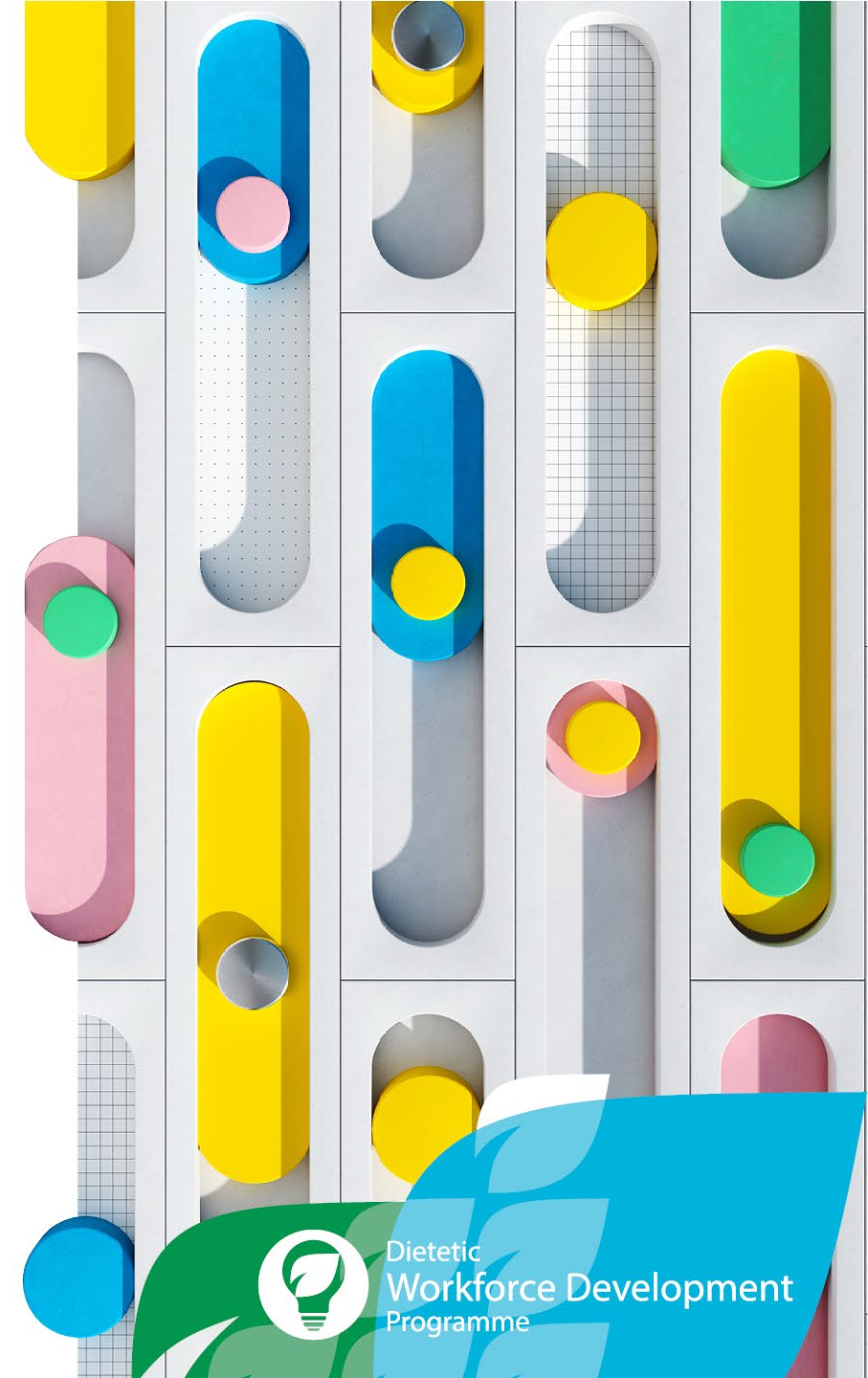
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Why does it matter?

- We are often asked to do 'more with less'
- ++ Outside issues
- Worsening population level MH
 - 49.6% of people self reported high anxiety (ONS 2020)
 - 1 / 4 in England experience MH difficulty each year (Fineburg et al. 2013)
 - 1 / 6 adults living with moderate to severe depression (ONS 2021)



Why does it matter?



Higher patient satisfaction, reduced adverse events, better clinical outcomes (Hahtela et al., 2017)



Positive organisational and workplace cultures associated with reduced patient mortality (Braithwaite et al. 2019)

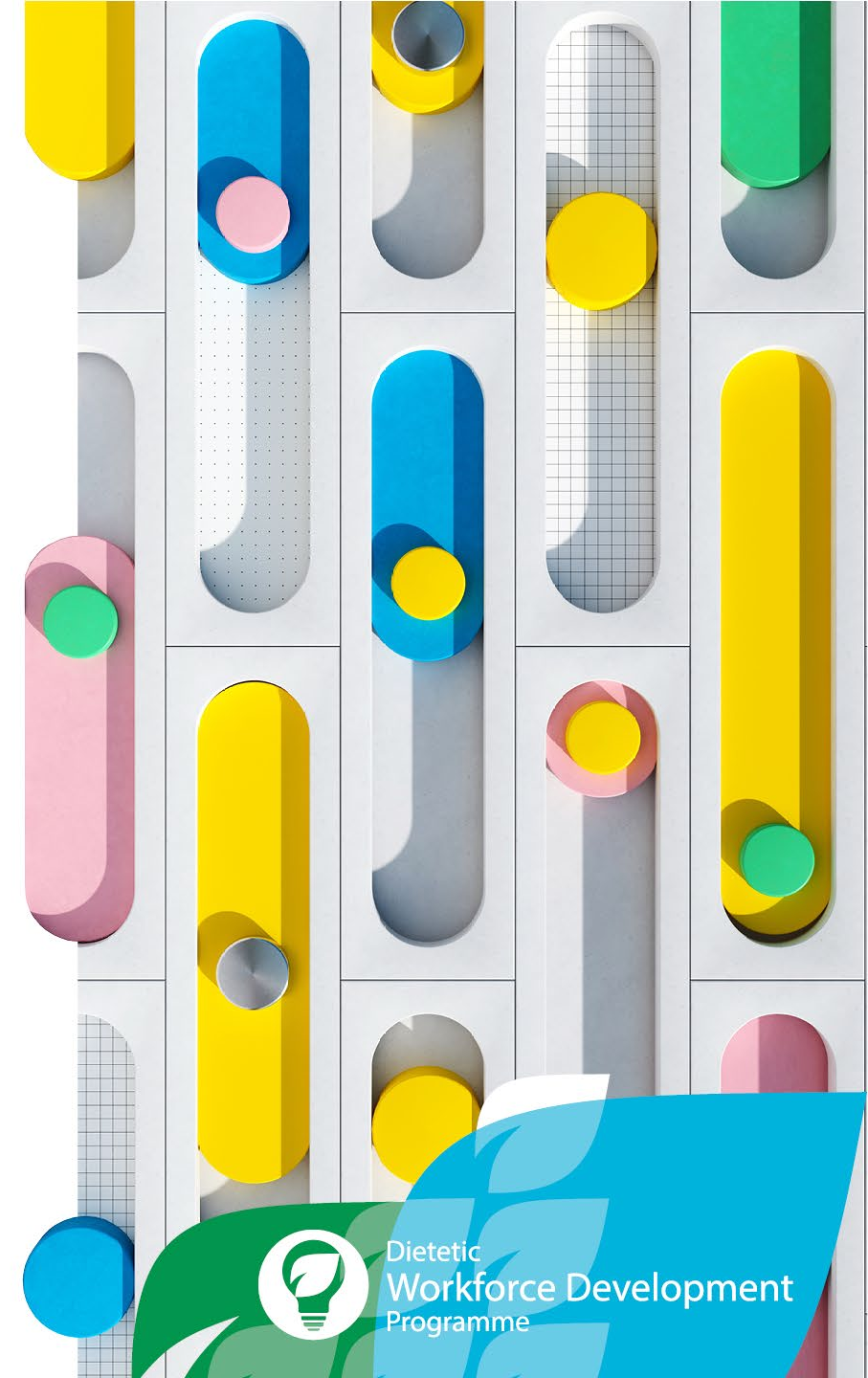


Positive workplace culture improves job satisfaction offering a strategy for addressing workforce shortages (Laschinger and Finegan 2005; Lapierre and Kassenboehmer, 2021)



New HCPC Standards of Proficiency

1.2	recognise the need to manage their own workload and resources safely and effectively, including managing the emotional burden that comes with working in a pressured environment	recognise the need to manage their own workload and resources effectively and be able to practise accordingly
3	look after their health and wellbeing, seeking appropriate support where necessary be able to maintain fitness to practise	be able to maintain fitness to practise
3.1	identify anxiety and stress in themselves and recognise the potential impact on their practice understand the need to maintain high standards of personal and professional conduct	understand the need to maintain high standards of personal and professional conduct
3.2	understand the importance of their own mental and physical health and wellbeing strategies in maintaining fitness to practise be able to take appropriate action if their health may affect their ability to practise safely and effectively	understand the importance of maintaining their own health
3.3	understand how to take appropriate action if their health may affect their ability to practise safely and effectively, including seeking help and support when necessary	
3.4	develop and adopt clear strategies for physical and mental self-care and self-awareness, to maintain a high standard of professional effectiveness and a safe working environment understand the role that coping strategies can play in maintaining fitness to practise and the importance of seeking help and support when necessary	





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of UK Dietitians

“The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet.”

Dr. Naomi Remen

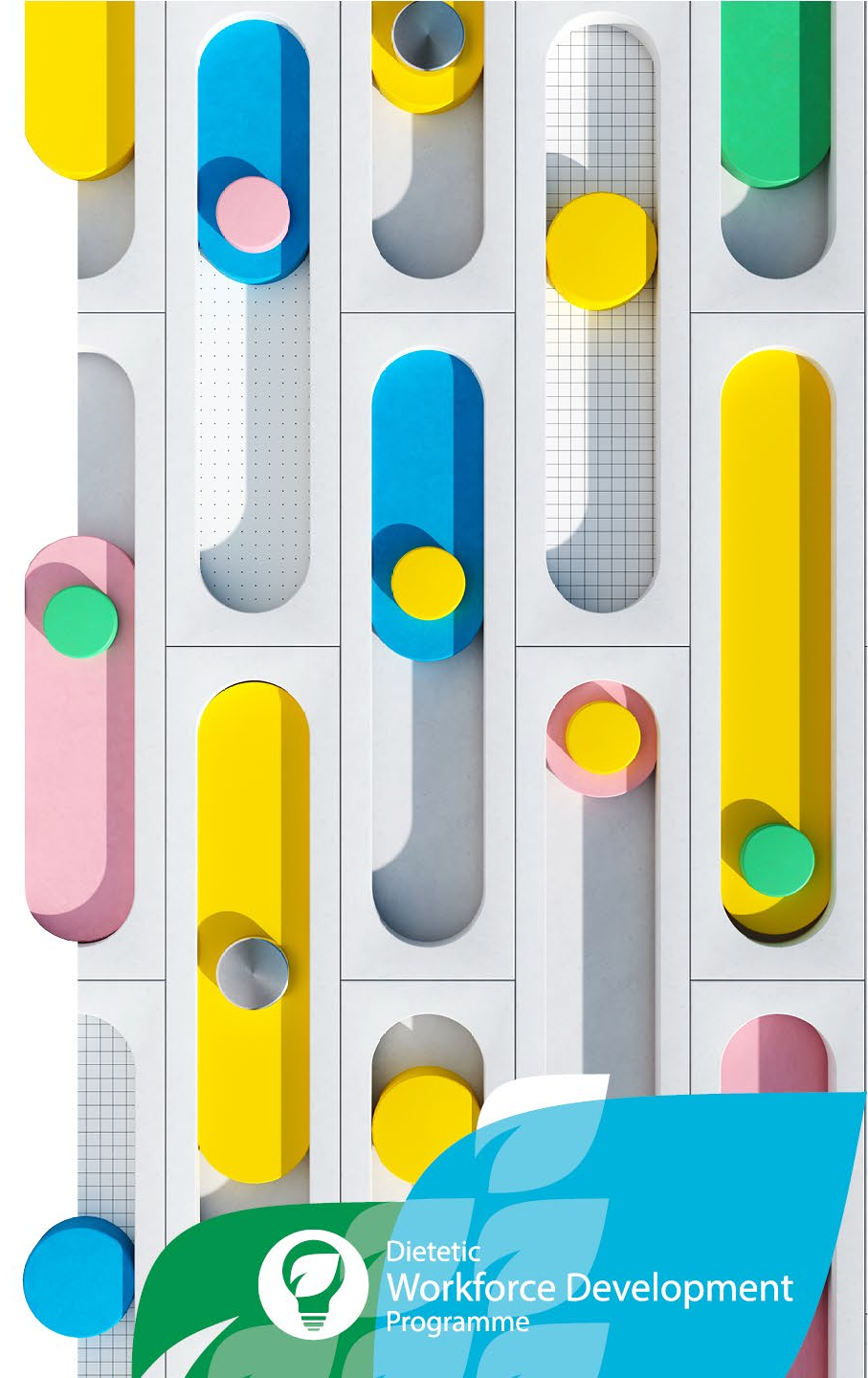


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Dietetics in MH/LD/ED

The impact on us and how we can support ourselves to manage this demand

- Unique to MH/LD/ED – what we are exposed to – past histories, experiences, trauma



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The '5 pillars of protection'

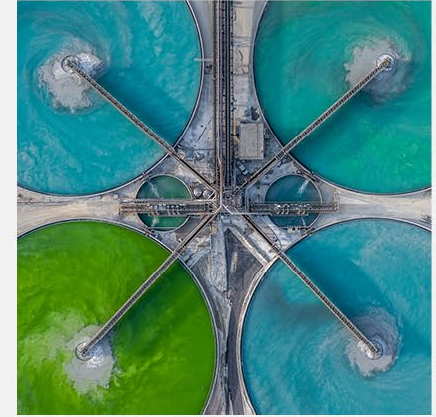
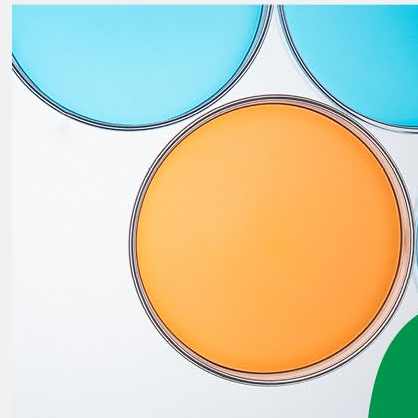
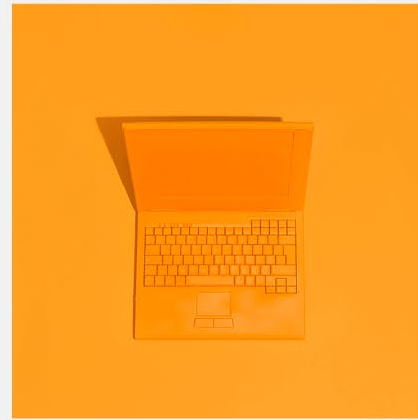
- Awareness
- Supervision
- Peer Support
- Self Care
- Trauma Informed



How can we practice self care & compassion?

Please discuss in breakout rooms
(10 mins)

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Types of self-care

Mental Self Care	Physical Self-Care	Emotional Self-Care	Spiritual Self-Care	Social Self-Care
				
Reading a book	Getting enough sleep	Socialise	Practice meditation and mindfulness	Grab a coffee with friends
Solving a puzzle	Exercising	Write daily gratitude	Spend time with nature	Spend time with family
Listening to music or a podcast	Taking any prescribed medication	Spend time doing an activity you enjoy		

Work/Life Balance

Boundaries

It's ok to say 'no'

SMART goals

Delegate/prioritise

Plan annual leave
ahead, use it
(don't lose it!)

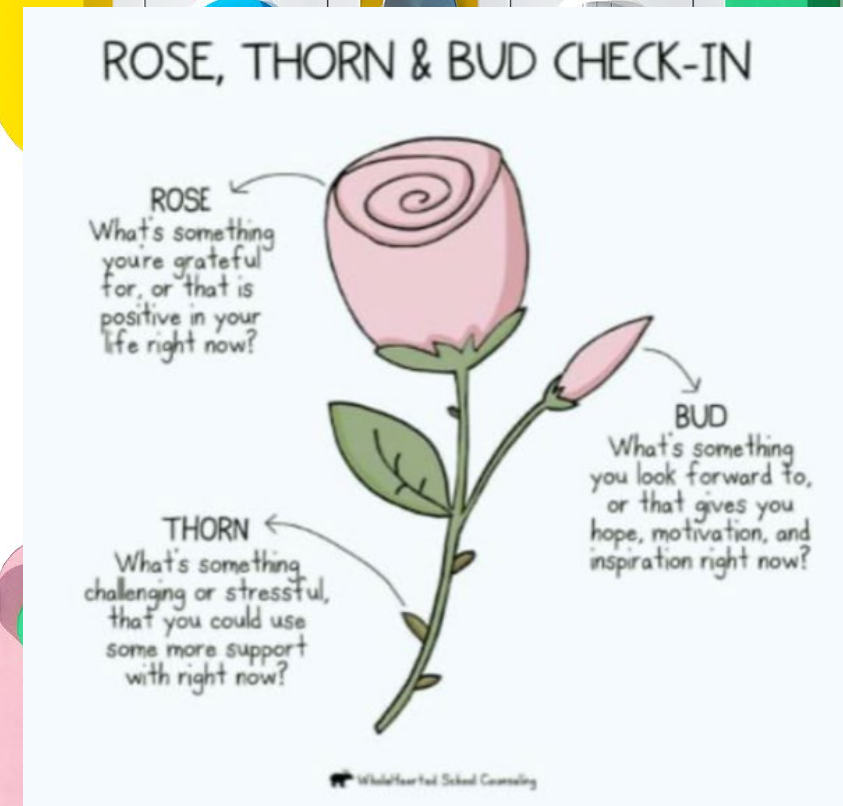
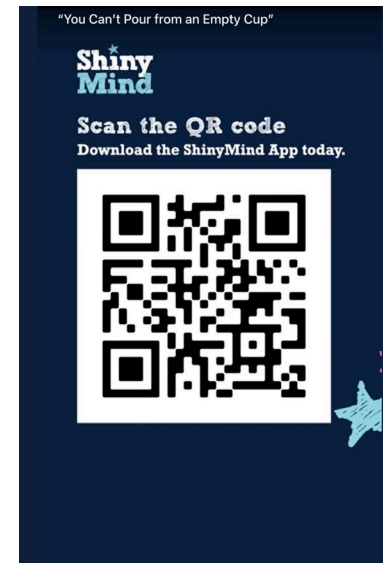
Watch for
signs/know
yourself



Want to learn more?

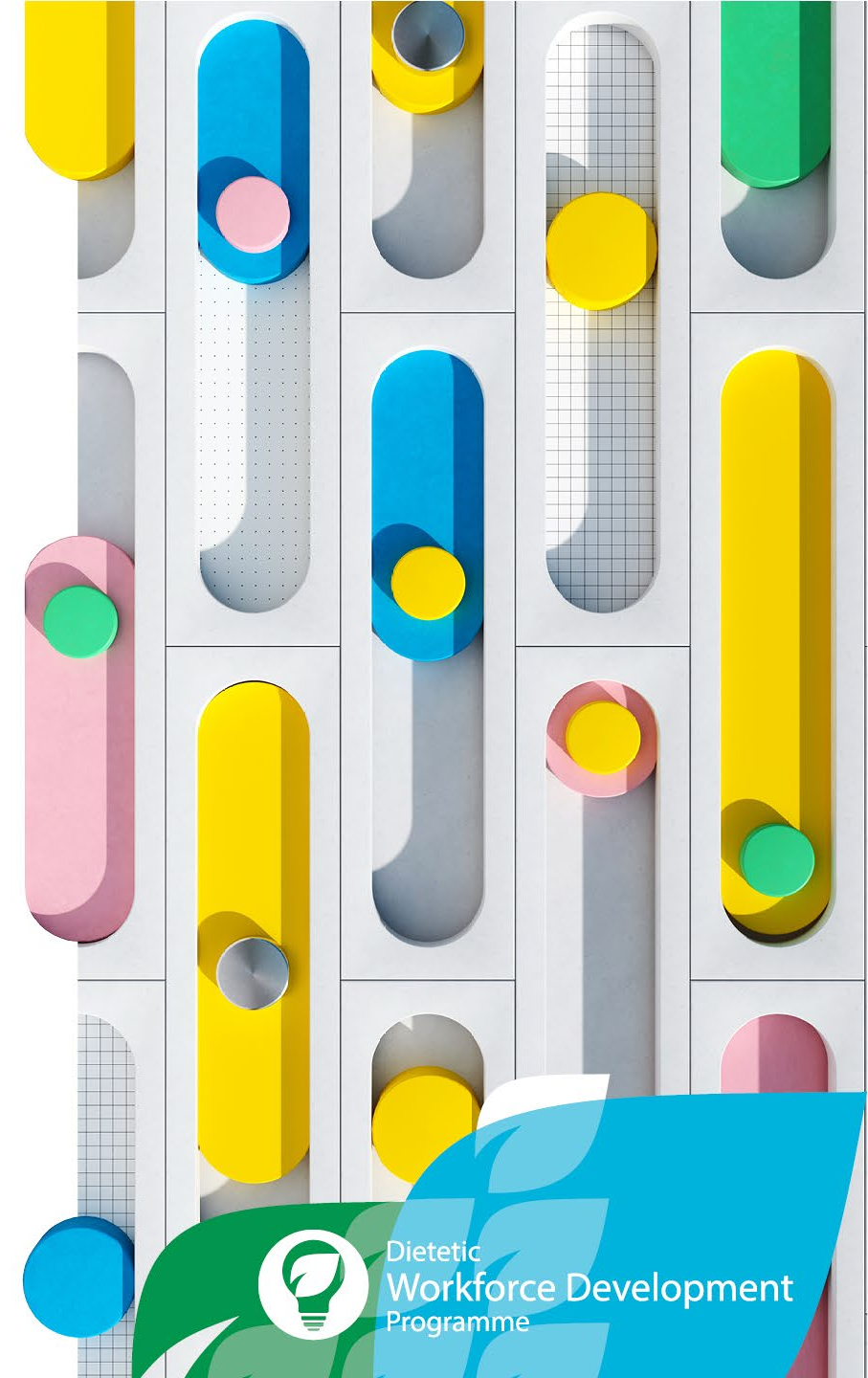
Videos, apps, tools and resources

- TED talk: [Kristin Neff: The Three Components of Self-Compassion – YouTube](#)
- ShinyMind app
- Headspace app
- Reflective exercises: Rose, Thorn and Bud



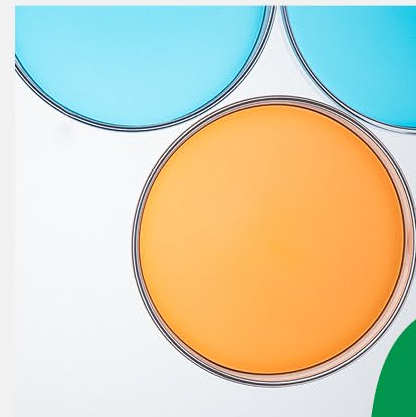
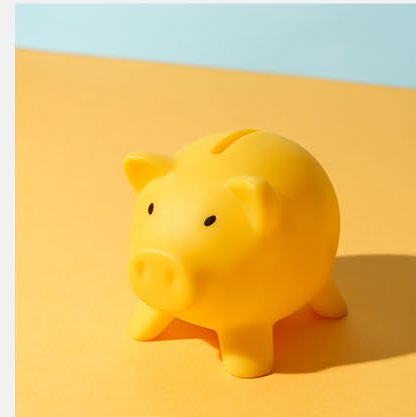
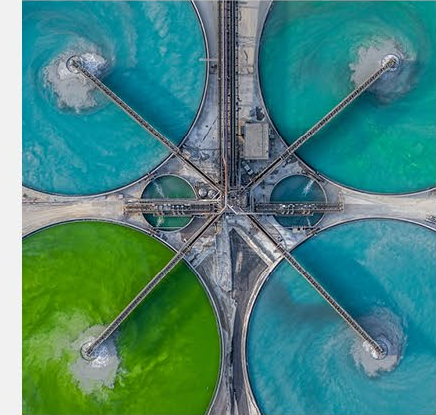
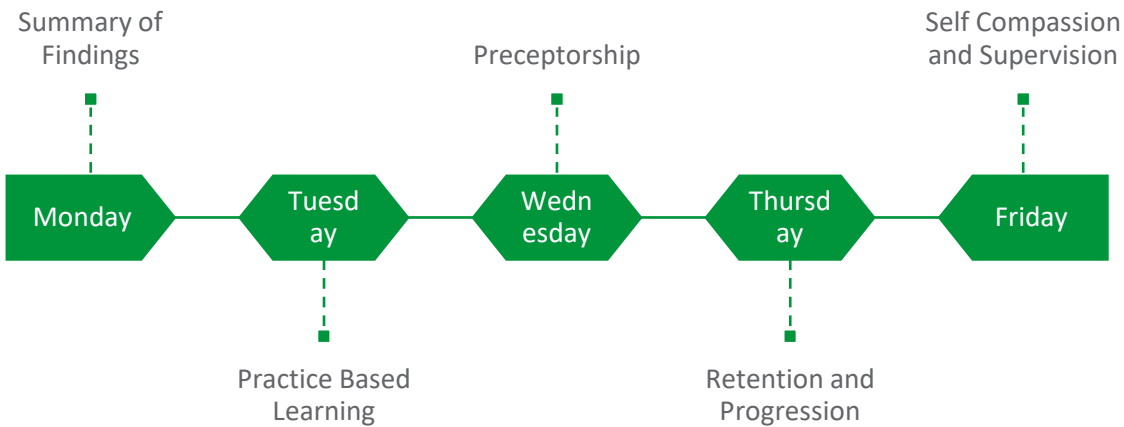
Lets end with a poem

[Michael Rosen LIVE - YouTube](#)



Mental Health Workforce Development

Webinar Series



Thank you

Any questions?