

Critical reflection in supervision

The first aim of supervision is to improve the quality of decision-making and interventions (SWRB, 2010). Critical reflection is one way to achieve this and includes:

- **Critical thinking** *Identifying how we know what we know.*
- **Analysis** *Breaking something down into parts.*
- **Reflection** *Looking back at what has happened and looking forward to what will happen.*
- **Reflexivity** *Identifying your impact on a situation* (Research in Practice for Adults, 2012).

When you are dealing with a difficult issue or case, critical reflection can help you identify what you are doing right (so that you can learn from this good practice) and where you can improve your practice.

This tool provides example questions which can be asked in supervision to explore all four stages of **Kolb's (1984) critical reflection cycle** to solve a dilemma.

