

## Supervisie en Training

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## Active methods in supervision

ANSE Intervisiegroep meeting in Tallinn, Estonia January 2012

### *'Don't tell me, show me.....'*

The exercises are based on the principles of psychodrama. This theory was developed by J.L. Moreno ( Bucharest 1889- New York 1974). His aim was to make people active and to let them see their situation through the eyes of other people.

Important in Moreno's theories were the concepts of role taking, spontaneity, creativity, empathy and catharsis. In the process of acting out conflicts and problems in interpersonal relations, the actors gain insight and is helped by the group process to remedy problem behaviour patterns and improve coping skills.

Psychodrama is essentially an existential encounter between a group of people. By employing a social network to facilitate deep change, Moreno invited people to live out the Golden Rule -- reversing roles and imagining what it may be like to be the other person, promoting empathy, compassion, and self-reflection (Blatner, 2000). Furthermore, psychodrama is unique in its attempts to go beyond the linear methods of talk therapy to promote deep self-awareness and integration. Moreno's methodology is a growth model emphasizing individual responsibility and the creating of one's destiny. Unique to psychodrama is the use of primarily role play in therapy to promote joy, enthusiasm, excitement, playfulness, vitality, deep feelings, sharing, and the integration of these emotions with the greater spiritual self.

Techniques diverted from the Psychodrama principles that can be used in Supervision:

#### 1. The Representation I (**for the supervisor**)

Make a representation as a supervisor of your supervisees by choosing objects that symbolize them.

Reflect on:

- the (working-)process you are in with them
- the proximity or distance you feel in working with them
- the affinity you feel

## 2. The Representation II (for the supervisee)

Make your supervisee create a symbolic set to his own family. Let him/her reflect on differences or similarities f.e. with colleagues.

## 3. Method from psychodrama.docRole reverse 1 (supervisor)

Imagine you are your supervisee/client. Change roles. You are being interviewed. The director/interviewer focusses on the 'working with you as a supervisor'. Reflect on this afterwards in your role as a supervisor.

## 4. Role reverse 2 (supervisee)

Let your supervisee reverse roles with one of his/her colleagues/clients. She/he is being interviewed by you (supervisor). Pose questions about your supervisee IN this role so that he/she can see himself/herself 'through the eyes of the other person'. Let him/her reflect afterwards.

## 5. The 3 Chairs (exercise for supervisee to evaluate the supervision process)

Place 3 chairs:

- one for the time before the supervision started
- one for the present: how is the supervision process? (State of the art)
- one for the future (one year later). How are things without your supervision?

Ask questions in all three chairs. Let the supervisee reflect loud afterwards.

## 6. The Double

Place (in group supervision) a person from the group next to the protagonist and let him mirror his/her body language. Let the double talk: what does he feel? Think? Protagonist and double can discuss this.

## 7. The Chorus

Group supervision: place different group members as a chorus behind the protagonist. Let them express different opinions of the protagonist. Protagonist reflects on them or discusses.

## Summary

Psychodrama techniques are very suited to use in supervision. They offer an 'action' beside the verbal parts in the sessions. In this way it can give endless opportunities of reflection on items concerning different topics (diversity, people, work, professional skills, socialization etc).

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