

# 25 Reflective Supervision Questions

Prompts that move supervision beyond updates, tasks, and compliance

## Good supervision should help people think, not just report.

These prompts are designed for supervisors in helping professions. Use them to explore workload, emotional impact, professional judgment, relationships, boundaries, support, and next steps.

### USE THEM LIKE THIS

Pick 2-4 questions based on what the employee needs today. Follow the answer, not the worksheet.

- 1 What is taking up the most mental space for you right now?
- 2 Where are you feeling most stretched or under-resourced?
- 3 What part of the work has felt heaviest lately?
- 4 What are you carrying from a recent interaction or case?
- 5 Where do you feel clear about what to do next, and where do you not?
- 6 What decision are you second-guessing?
- 7 What are you trying to protect right now?
- 8 Where are you noticing frustration, dread, avoidance, or emotional distance?
- 9 What are you doing to compensate for something the system is not providing?
- 10 What would make the next week more workable?

# What Is the Work Doing to You?

Questions for reflection, regulation, relationships, and professional judgment

**11** When did you feel most effective this week?

**12** When did you feel least like yourself at work?

**13** What is one interaction you want to understand differently?

**14** What assumptions might you be making about this person or situation?

**15** What might the other person be experiencing that you cannot see?

**16** Where are your own triggers, values, or experiences entering the situation?

**17** Is there a boundary you need to strengthen, clarify, or renegotiate?

**18** What are you avoiding saying because the conversation feels difficult?

**19** Where do you need more support from me as your supervisor?

**20** What would feel like meaningful support rather than one more thing to do?

## REFLECTIVE DOES NOT MEAN UNSTRUCTURED

Reflection can coexist with accountability. A strong supervision conversation can hold emotion, examine context, clarify expectations, and still end with a concrete next step.

# Five Questions That Turn Reflection Into Action

End with clarity, support, and a next step

**21 What is the most important thing you are taking from this conversation?**

Capture the insight before moving to action.

**22 What is within your control before we meet again?**

Separate agency from responsibility for the entire system.

**23 What do you need from me, the team, or the organization?**

Name support specifically enough that someone can act on it.

**24 What is one next step that is realistic, not ideal?**

Choose something workable under current conditions.

**25 What should we return to next time?**

Do not make reflection disappear just because the meeting ended.

**A SUPERVISION QUESTION WORTH KEEPING VISIBLE**

## **What is happening to the person doing the helping?**

Supervision is not only where we manage the work. It is one of the places where we protect judgment, humanity, trust, and the capacity to keep doing difficult work well.