

Overcoming crisis situations: Helping RYCWs by means of supervision

Structured case discussion

Based on Szivák Judit (2010): A reflektív gondolkodás fejlesztése, Magyar Tehetségsegítő Szervezetek Szövetsége



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- is a dynamic and continuous learning process
- is flexible and adapted to specific contexts
- it builds upon the supervised person's experiences for him/her to become a more competent professional.



Kadushin's model of supervision:

- **Administrative supervision**

- the promotion and maintenance of good standards of work, co-ordination of practice

- **Educational supervision**

- the educational development of each individual worker to realise her possibilities of usefulness

- **Support supervision**

- the maintenance of harmonious working relationships, the cultivation of esprit de corps

Structured case discussion

- aim is to discuss about the problematic case of a RYCW in pairs or small groups in order to help the RYCW to understand his/her own personal feelings and to help the RYCW in finding a creative solution



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Structured case discussion

- Opportunity for RYWCs to discuss their case related problems with superiors or their colleagues or professionals.
- The relationship is very important:
 - RYCWs should be able to talk and discuss about personal problems and emotional issues creating a ground where the RYCW can open up and release the anger
- **Important!:** the aim of this process is NOT to judge the person presenting the case, but to concentrate on finding solutions and evaluating the consequences

Structured case discussion

- I. Presentation of the case
- II. Presentation of the case presenter's emotional attitudes
- III. Evaluation
- IV. Analysis of the case (causes, participants' perspectives, contexts...).
- V. Analysis of possible solutions and elaboration of an action plan:
 - Solutions chosen and alternatives.
 - Comparing and evaluating the outcomes of possible solutions.
 - Support team. – What kind of helpers and/or professionals seems to be necessary? What changes can they bring and what are the end results?
 - Challenges: What challenges can be expected?