

Peer Group Supervision

- Peer group supervision is an effective form of leaderless peer group counseling
- Participants discuss challenging situation of their professional life in order to provide solutions
- Participants learn better ways to manage professional problems and reduce stress

The phases of peer group supervision

1. Casting (5 minutes)

The following roles have to be assigned:

- Moderator -> guides the whole process and keeps track of time
- Case presenter -> introduces key question to be solved
- Consultants -> provide solutions to key question

2. Case Presentation & Key Questions (10 minutes)

- The case presenter outlines the case briefly and provides all necessary information to understand the case (all involved parties and their relationships, examples for key situations...) -> visualization key to success!
- The case presenter formulates the key question (if necessary with support of the consultants)
- The moderator listens actively and guides the case presenter by asking clear and focused questions
- The consultants listen and are allowed to ask solely comprehensive questions where necessary. These questions should not include solutions!

3. Analysis (10 minutes)

The peer consultants analyze the case

- They reflect their perceptions and feelings
- They adopt different perspectives
- They formulate hypotheses

The case presenter only listens and takes notes!

4. Clarifications (3-5 minutes)

- The case presenter can clarify, if misunderstandings have occurred

5. Suggestions (10 minutes)

- The consultants collect as many suggestions for solutions as possible
- The case presenter only listens and takes notes

6. Conclusion (5 minutes)

- The case presenter gives a statement that includes which of the presented ideas sound helpful to him/her regarding the key question and expresses his/her gratitude to the group
- The group can provide feedback to the moderator