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