

Mentoring and Supervision

From: <https://www.mentoringsupervision.org/>

Having a mentor or supervisor means being in a level, confidential relationship. The mentee sets the agenda and brings their own professional issues to the session. The mentee is listened to, supported in a non-judgemental environment, and guided towards outcomes which they frame, own, define and take forward.

Mentoring & Supervision creates a space where practitioners can explore and reflect on the many issues that arise within our everyday acupuncture practice.

Issues may include for example: Lack of confidence, building up a practice, boundaries, ethics, confidentiality, time management, dealing with payment and pricing, cancellations, relationships with our patients and working with emotional issues.

Mentoring can be offered in 1:1 settings or in group settings.

1:1 settings are helpful initially to familiarise oneself with this form of support and can be set up adhoc and/or on a regular basis (monthly or every two months). Regular reflection is helpful to provide good support.

Group mentoring asks participants to make a commitment to meet 4-6 x per year. In a group each group member contributes to the support provided. Often problems raised by one group member are familiar to the others in the group and so can provide a rich exchange of finding one's own solutions.

There are some ground rules, which are very different from other CPD groups:

- Confidentiality: outside the group we can talk about our own issues, but not anyone else's
- Meetings are prioritised, we are there for the group and not just for ourselves
- Commitment – the group is a committed group, not a drop in and out of group; This builds relationships and trust which deepens the work we do together. Payment is required for each meeting.
- The group forms and is then closed for a time being.

We offer our patients so much, but who takes care of us!