



The intervision session

1. **Inventory** [10 mins]

Who has a case (or dilemma or situation) related to the skill you want to develop (from your personal development plan), that you want to share with the group? Please state the case in only a few sentences.

2. **Choose** [10 mins]

Choose the case giver together and choose a chair for that session. The case giver is never the chair. The chair can rely on the instructions below. Please make sure that every intervision session has a different case giver and a different chair.

3. **State problem and associate** [5 mins]

The case giver describes the case and their question, issue or dilemma concisely by only stating the facts. In silence, the group members write down which thoughts and feelings come to mind when thinking about this situation.

4. **Explore** [20 mins]

Group members think up clarifying questions. The chair invites all group members to ask their questions taking turns. The case giver answers the questions concise and without discussion (dialogue!).

5. **Judge and advice** [20 mins]

Group members form a judgement and advice and write this down. The chair invites all group members to share their judgements and advice.

6. **Decide** [10 mins]

The case giver shares their reaction to the advice, considering them and explaining what this advice brings them.

7. **Share** [15 mins]

Group members explain their own thoughts, feelings, difficulties and actions in similar situations.

8. **Evaluate** [5 mins]

Under guidance of the chair, the group members shortly evaluate the intervision process. Reflect for instance on the terms and conditions for valuable intervision mentioned below.



Terms and conditions for valuable intervision

1. Inclusion

Everyone's perspective is taken seriously and should be heard.

2. Vulnerability and safety

Everyone should dare to say and ask anything. If you do not want to speak out, you do not have to. However, if you stay quiet, another type of conversation is necessary. Together you are responsible for exploring and protect your own boundaries.

3. Specificity

State explicitly and as specifically what you want to say. Also mention anything that prevents you from speaking openly.

4. Responsibility

You are responsible for your own learning process.

5. Presence

Everyone is responsible for their own learning, but be aware that you all contribute to each other's learning. You are all important to each other and all part of a social system.

6. Confidentiality

Nothing said or done during the intervision will be brought out unless everyone decides otherwise.

7. Dialogue instead of discussion

There can be different situations and truths. Let them coexist. Be curious to other perspectives without dodging any conflicts.



Possible pitfalls to be aware of

- The case giver dominates the discussion and is explaining and defending
- The case giver hides their real interests and concerns
- The group members (i.e., non-case givers) resort too quickly to a technical interpretation and action-oriented solutions before a careful, comprehensive and proper diagnosis is made
- The group members adopt the perspective of the case giver instead of pushing each other to new perspectives and framing the case in different ways
- The group members are afraid to give the case giver 'bad news' or to offer challenging uncomfortable interpretations
- The group members do not express their ideas because they are afraid that their ideas are not good enough or that they do not understand the context well enough

Chair role

As chair you are responsible for:

- Time and content monitoring of the intervention process
- Structuring and explaining all phases of the intervention process (especially in the beginning)
 - It is important to separate the different phases strictly.
 - It can help to indicate the start of each phase by explaining what the phase entails and what is expected.
 - It can help to close each phase by summarising what has been done and create a smooth transition to the next phase
- The safety and inclusion aspects of the group
- Checking whether the case of the case giver is clear to everyone