



BCS Thinking and Learning Exercises

#7: Advocate-Defined Peer Supervision

Exercise

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Overview:

This exercise provides an opportunity for advocates to define and practice peer supervision.

Leader preparation/instructions:

- Review Chapter ___ in Building Comprehensive Solutions to Domestic Violence Leadership and Organizational Guide.

Activities:

- Ask advocates to brainstorm a list of characteristics of helpful and constructive peer supervision and support. Try to get everyone to provide at least one.
- Ask your staff to pick a partner.
- Read one or more of the following scenarios and ask each staff person to offer peer supervision guided by the characteristics listed in the brainstorm. Switch roles and repeat.
- Come back together as a group and ask each person to describe what it was like to 1) receive peer feedback, and 2) provide peer feedback.
- As a large group discuss strategies for integrating peer supervision and support into your daily work.

Scenarios:

(Facilitators are encouraged to create new scenarios and /or suggest that staff present issues they want to work through.)

- 1)** Your co-worker walks into your office and starts to talk about, Mary, the victim she just met with. She tells you that Mary asked her for resources for her partner and for a referral to couples counseling. Your co-worker tells you she told Mary that she couldn't recommend a couple's counselor because it is too dangerous and abusers manipulate therapists. She also tells you that she wished Mary would focus on what she needed and not her partner.
- 2)** You check in with your co-worker about how it feels to be on the hotline everyday. She tells you that it is "fine". She tells you that after hearing the same story over and over you just get kind of numb and they stop upsetting you.
- 3)** Your co-worker comes back into the office after having to exit a family from shelter. She is visibly upset and suggests that Elizabeth was always stirring up trouble and needed to go. She tells you that she thinks Elizabeth lied to get into shelter and that she is so frustrated that women like her mess it up for others.