Appendix 10

4x4x4 Integrated Model of Supervision

Morrison, T (2005) Staff Supervision in Social Care: Making a Real Difference to Staff and Service Users, (3rd edit.) Pavilion, Brighton

This model brings together the functions, stakeholders and the main processes involved in supervision. The emphasis being that supervision is an integral part of the intervention with adults, children and families.

This model integrates the four functions of supervision in blue, with the reflective supervision cycle in the green ovals and focuses on the needs and priorities of the four stakeholders in the centre box.

For professional development or problem solving to be fully effective, all four parts of the learning cycle need to be engaged. External reflective supervision, should develop workers own 'internal supervisor'.