

From the intolerable gap ..to the room of possibilities.

A study of an essay as a useful tool in supervisors professional development.



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Supervisors in child protection care

- Nasjonal government department for child, youngsters and family issues (BUFDIR), has come to the conclusion that any professionals starting to work in community or state department for child protection care, should be offered supervision by a well educated supervisor during their first working year.
- University of Stavanger is one of six universities/university colleges who offer a 30 credit part time course in supervision for this particular professional group.
- (project for 3 years)
- The turnover is large in the field of child care protectional work.

A summary in the middle of research process

- This research is in process.
- The topic of the essay seem to initiate important reflections over the students own professional life.
- These reflections seems to be helpful in restoring the students professional etics in working life performance.
- This restoring seem necessary to help the students regain and enlarge the feeling of eauthenticity.
- Deminishing the gap between ideals and realities seem to potensially prevent burnout syndrom and early exit from protective child care jobs.

The aim of the research

- To get a better understanding of what is the learning-outcome for the students in writing essays during their studies of supervision.
- How does this learning have impact on their professional working life.

Why is this important to know more about?

- About 300 students have written this specific essay during 15 years. They report the importance of the outcome of this learning process.
- Research can give us more understanding of what is the most important factors in learning-outcome.
- Give the supervisors in the child care protection field a research based background for their work as supervisors.
- Research based arguments for keeping up educating supervisors, and especially in the field of child care protection

Earlier research

- The ability of «Epistemic reflexivity» is necessary for professionals in order to develop autonomy in their professional role.
- This implies to be able to analyse their practical field in relation to the formative forces and structures.
- Litt ref; (T.Klemp 2013/M. Nerland 2006)

Jobfatigue

- can be the result of the distance between what one desire to achieve and the reality.

Litt ref: «Åvære leder i barnehagen»
Magritt Lundestad

- When a persons vitues are under pressure.

Litt ref:Carola Warnø «measuring virtues- developement of a scale to measure employes virtues and their influence on health» Scandinavian Journal of caring Sciences 11 nov 2010

Research methods

Quality research study

- Interview
- Hermeneutic reading:
 - (tradition of research based on a structured reading, aiming to develop new concepts and understanding for a subjectsphere)
 - Litt ref: Jordheim, H. (2001) «Lesningens vitenskap»

Evidence

- Evidence understood as «what present itself in such a way that it is valid and trustable, and to give reasons for that, it must be dressed in words»
- A manifold evidencebased, rooted in the science of humanistics and philosophical traditions, is presented.
- «Evidence has the sound of primitive values as affection (love),and compassion (mercy), it has to do with what is true, good, beautiful and eternal»
- K.Martinsen/K. Eriksson «Å se og å innse, om ulike former for evidens

Topic of Essay studied.

- Present the Theory of the humanistic and the non-humanistic view of humanity.
- «Give a reflection over your own view of humanity»
- Present a difficult situation from your own working life and discuss how your view of humanity came to influence your handling of the case
- On the base of your reflections over the topic, is there anything you would have changed? What are you satisfied with to be in coherence with the ideals of your professional work?

View of humanity

- **A humanistic view of humanity:**
- - All human beings are: a) rational, b) autonom (free will), c) potentially good.
 - The human worth is inalienable (umistelig), invariable (konstant), unratable (ugraderbart), unconditional (betingelsesløst) and nonviolable (ukrenkelig)
- Litt ref: «Etikk og menneskesyn i helsetjeneste og sosialt arbeid» Antonio Barbosa da Silva (red.)

View of humanity

- **Non-humanistic view of humanity**
- Deny that all humans have the same worth and the same basic rights.
- Tend to focus on human differences in; competence, achievement, position in society, power, wealth, etc (ontologically reductionist)
- Litt ref: «Etikk og menneskesyn i helsetjeneste og sosialt arbeid» Antonio Barbosa da Silva (red.)

One understanding of reflection in written work

- «The concept represent an unclear linguistic category»
- The process of reflection is formed by the situation and aguire autonomy
- Reflection is a concious process, in dialogue with the invironment to give new experience and knowledge.
- Litterature; Torunn Klemp «Refleksjon- hva er det, og hvilken betydning har den i utdanning til profesjonell lærerpraksis? www.idunn.no/uniped/2013/01

Preliminary results

- Culture at working place
 - Uncultured? (freshly educated learn bad habits from more experienced)
 - Unformal culture (claim to base professional work with clients on humanistic values, but informal talk proves the opposite)

- Prejudice
 - «Bad experience from the first year as professional, has influenced meetings with clients later on, unconsciously»

results

- Dual/trippel role
 - Leader/supervisor
 - Supervision/manipulating
 - Leader/supervisor/friend

- Empathy
 - Growing lack of empathy

- Judgement
 - workingconditons inhibit high standards of judgement

«My stomach ache when I am writing this»

- -Personal developement
- -»Now I understand why I never suceed in meeting this group of parents»
- «It is not them, it is me»
- «I am in the position to make the change, not them»



Objectification of clients

- Violation of clients
- Lack of empathy
- prejudice

«My body told me something was wrong, but I didn` t understand what»

- SYSTEM.....**GAP**.....VALUES/VIRTUES
 - Supervision first year of working experience

The room of possibilities

- «Acknowledge what is me and what is a culture I do not want to be part of»
- «Consciousness about own values and virtues, not to betray these»
- «To see the person behind or different from the action»
- «To be aware of how much in the system pushes us away from humanistic view on humans»
(diagnostic system, law etc)

summary

- So far it seems like the essay about students own view of humanity, make them more aware of how they are handling their values and virtues
- In order to be a supervisor with a high degree of eauthenticity, it seems important to renew the attention of present standpoint.
- To emphazise this in supervision of new employees may possibly prevent the feeling of «the gap» and promote «the room of possibility»

Metareflection

- This research project seem so far to give a better understanding and concretize the process/layers of acknowledgment.

From:

- «the feeling of something beeing wrong»
- «I realize something is wrong»
- «I can see what I have to do to make it more right (more humanistic based interventions)

In the next run, to be able to fill new employees «gap» through supervision