

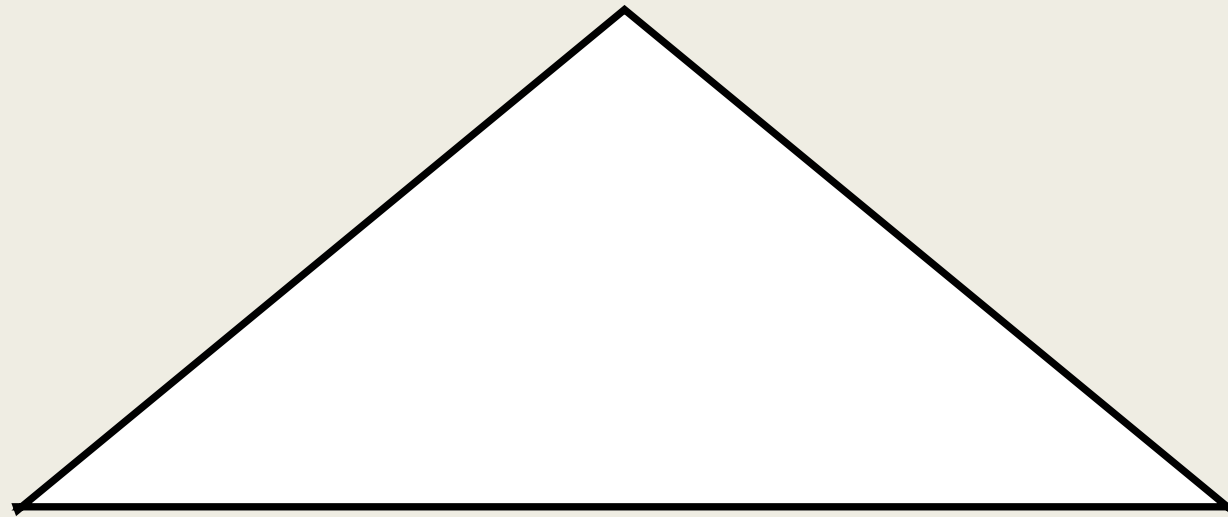
# TRANS-CULTURAL SUPERVISION

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# Power Dynamics in Cross-cultural Supervision

Role power – comes from being the supervisor



Cultural power –  
dominant social  
and ethnic group

Personal power - can  
come from expertise,  
authority, personality

# Working in a culturally sensitive way is aided by;

- Becoming conscious of one's own culture
- Recognising that habitual ways of thinking may arise out of cultural assumptions
- Seeing a client's/supervisee's culture is equally valid to our professional culture but may lead to holding different values and assumptions
- Dialogue as it can throw up cultural clashes which offer a fruitful way to understand and negotiate cultural difference
- Becoming familiar with the types and ranges of difference that may occur so we can recognise them and be sensitive
- Never assuming we understand a client/supervisee's cultural world and being curious and interested whilst accepting our unknowing

# A Trans-cultural Supervision Exercise

- Person A explain to Person B about their culture (where culture is interpreted in the widest sense and so can include many aspects of a person's life that they think is relevant).
- Person B listen carefully to Person A and recount what they have heard.
- Person A listens to Person B and corrects any misunderstandings, adds further information as needed and clarifies any points, and how this may relate to and influence the supervisory relationship.
- The roles are then reversed and Person B then explains to Person A about their culture, and the following steps are repeated.
- Having explored differences, the discussion ends with considering what might be the same about each other, and where they may be unawaresly similar.

# Developmental Model of Intercultural Sensitivity

Weerdenburg (1996) cited in Hawkins and Shoet (2006) p.109

Behavioural adaptability – I adapt my behaviour to different worldviews

Cognitive Adaptability – I can see the world through different eyes

Acceptance – my worldview is one of many others

**Ethnorelative**

Minimalisation – my cultural worldview is a universal experience

Defensiveness - my culture is the good one

Denial – my culture is the real one

**Ethnocentric**



# Reflection on Trans-cultural Supervision

- Reduced the power imbalance for subsequent supervisions
- More open to talk about culture and its impact on work as a trainee
- Can impact our understanding and sensitivity towards CYP/families we work with
- Supervisor/Supervisee to be open to sharing



THANK YOU FOR  
LISTENING!

