



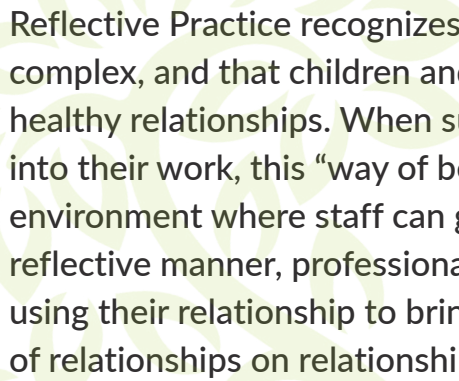
The Role of Reflective Practice in YOUR Life

Reflective Practice is a “way of being” that enhances a professional’s capacity to recognize how their feelings, thoughts, and intentions, and those of others, impact actions and behavior. Regularly practicing reflection and integrating it into the routine structure of both the professional’s daily work and the agency’s culture has proven beneficial to direct providers, supervisors, consultants, and agencies, and can positively impact the infants, young children and families they serve. We call this the parallel process.

What is the difference between Reflective Supervision and Reflective Consultation?

RS is provided by a professional’s supervisor or another supervisor within the professional’s employing agency. RC is provided by a consultant from outside the professional’s agency who does not have a direct staffing relationship with the professional.

- RSC creates an environment in which people do their best thinking about their work with young children, families, and staff members—one characterized by safety, calmness, and support.
- RSC provides a regular opportunity for a professional to talk about their work and the impact their work has on themselves and others.
- RSC fosters critical self-awareness and the ability to consider multiple perspectives, all of which enhance an organization’s implementation of a relationship-based culture.



Reflective Practice recognizes that working with families is relational and thus complex, and that children and adults grow and develop within the context of healthy relationships. When supervisors or leaders embed Reflective Practice into their work, this “way of being” contributes to a healthier, more supportive environment where staff can grow and develop. By gaining skills and practicing in a reflective manner, professionals access these qualities in their work with families—using their relationship to bring out the family’s strengths and resiliency. This effect of relationships on relationships is the essence of parallel process.

Hallmarks of Reflective Supervision and Consultation

- Involves active listening and thoughtful questioning.
- Addresses program goals and outcomes along with family goals.
- Provides practitioners with a safe, reliable, consistent learning relationship.
- Encourages staff and family well-being by promoting supervisor strategies to model positive, goal-oriented relationships.
- Reduces burnout and turnover of staff and maintains the quality and impact of services.

Reflective capacities are developed and maintained through intentional and regular practice. Taking part in Reflective Supervision and/or Consultation (RSC) is one way for professionals and agencies to consistently engage in reflective practice. RSC is recognized as an approach that supports and aligns with trauma-informed care principles. RSC is an ongoing form of professional development for professionals who provide relationship focused promotion, prevention and treatment to young children and their families. Reflective Practice and RSC help to create an organizational culture of safety, trust, collaboration, and shared exploration.



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Giving children roots to
grow and wings to fly.

