

Principles and Qualities Cards:

A simple tool to encourage ethical reflection within supervision

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This workshop aims to help you to bring the BACP Ethical Framework to life within the supervision space. The Ethical Framework (which is available free at www.bacp.co.uk) consists of two main sections: *Ethics for Counselling and Psychotherapy* and *Guidance on good practice in counselling and Psychotherapy*. The first section covers Values, Principles and Personal Moral Qualities. This workshop focusses on Principles and Personal Qualities (however, there is no reason the following methods could not also be used for the Values as well). The workshop will equip you with 2 grids consisting of the 6 Ethical Principles and the 10 Personal Moral Qualities contained in the Framework.

These grids can be used as they are within the supervision space, and they can also be used to make a set of cards, each card featuring one principle or quality from the framework.

As supervisors, we can introduce the grids and cards in a variety of ways within supervision, to promote the ethical awareness of supervisees. By doing this, it is envisaged that supervisees will become more familiar with the principles and qualities contained in the BACP Ethical Framework and how these might inform the ethical decisions (both small and large) that they make within their practice.

Creating Supervision Tools from the Grids

Grids can be copied and used as they are. They can also be copied onto coloured card and/or laminated. They can be used in the sessions and/or be given to supervisees as a hand-out.

Grids can be copied onto card (single or double sided) and cut up to make cards. You might consider making the principles one colour and the qualities another. If laminating, leave space around each card when positioning in the laminating pouch. Cards may be held in a bag for random picking.

Using the Grids and Cards within Supervision

Here are a few ideas. More will be generated within the workshop and can be added overleaf.

1. A supervisee presents a case they are finding difficult. Ask them to look at the Personal Qualities grid and identify any qualities that they feel are needed for this particular piece of work, and what difference they might make.
2. A supervisee presents a practice decision or dilemma. Give them the Principles grid and ask them to consider which of the ethical principles are in play regarding this decision/issue, and to elaborate further upon this.

3. Using the Qualities cards, ask a supervisee to pick three qualities that they think their clients or colleagues would most associate with them, and one that they would least associate them with and discuss. This may help raise the supervisee's awareness of their strengths and potential areas for development.
4. In a group supervision setting, each supervisee picks a card at random, considers the principle or quality and gives an example about how it has been relevant to a recent piece of work, or how it features in their practice in general.
5. In a group supervision or workshop session. Pick one personal quality – for example Wisdom. Ask each person to bring to mind someone they consider to be wise, and then complete the phrase “Wisdom.....” (for example: “Wisdom... wants the best outcome for everyone”). Then share these phrases amongst the group and discuss how wisdom, as a quality, might be embodied by practitioners in their practice.

Below are additional ideas for using the grids and cards generated by participants during the workshop:

- a) Use as a self-reflection aid for supervisors or therapists after a session – what qualities were present/absent etc.
- b) Training aid for training therapists especially in relation to ethics– use qualities as well as principles when covering subject of ethics and ethical awareness.
- c) During a supervision group – ask each supervisee to hold/embody one quality during the session.
- d) When one person is presenting in group – ask others each to give feedback through the lens of one quality or principle, or to say what this quality or principle means to them.
- e) When reviewing supervision.
- f) When supervisee doesn't know what to bring to supervision: given them grid, or pick a card...what does this bring to mind?...
- g) For individual self-reflection – to help develop internal supervisor.
- h) Use principles cards as an aid to discussing “what is ethics”, ask what other principles might be missing?
- i) Use qualities cards/grids with clients (or develop new set of helpful qualities) – what quality or qualities might help you with this problem? or as self-reflection aid.
- j) One person wondered if the cards would be better without the brief definition/example given – just the single word alone.