

The Systemic Lens in Supervision

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Our intention was to introduce the idea of 'balance' within a systemic concept. One of the basics of the Constellation approach is that a system cannot be in healthy balance unless all its parts have a good place. When this is not the case, ie, when someone or some part of history and its effect, is 'excluded' (usually for reasons that have to do with unintegrated transgenerational trauma) the system 'recruits' a member to 'represent' the missing member, in other words to either live out or in some other way include the missing person's life in their own life. This leads to illness and other distortions of our essential selves, as we become increasingly loyal to an entanglement that we may not even be aware of. So our hope, in even the simplest of exercises, is that some hidden dynamics or new awareness will come to light.

We can use this method and this lens to inquire into personal or organisational issues, inter or intra-personal issues. Once participants become interested in constellations they will start to observe their own practice differently, to ask different questions, and to notice new things about their position in relation to both supervisees and clients and indeed friends and family members. This can then lead to different movements and solutions.

Our intention was in a sense to UN-balance the participants by stimulating their curiosity and desire to find out more. We realised that without UN-balance there would be no movement, no curiosity, and that balance is a very fluid state. We hoped that people would enjoy opening their minds to this entirely non-judgemental and fascinating method and philosophy. So we asked participants to engage in a simple exercise in groups of 4, where each person got a chance to use representatives and to constellate their issue. We then had quite a short time back in the whole group for questions and comments.

We had a very enjoyable time and hope that the participants did as well.