



MANAGING CHALLENGES, BLOCKS, RUPTURE, AND PSYCHOLOGICAL SAFETY IN SUPERVISION



01.

Why it's Important

Supervisees engage actively in the supervision environment. By naming challenges, addressing blocks, repairing ruptures, and contributing to psychological safety, they create the conditions to grow with confidence and sustain their development.

RULE BOOK

Golden Principles

Challenges: Stretch supervisees with constructive feedback and achievable tasks.

Blocks: Notice when supervisees feel stuck and use reflective questioning to unblock learning.

Rupture: Acknowledge tensions or misunderstandings openly; repair trust through dialogue.

Psychological Safety: Create a space where supervisees feel safe to share mistakes, doubts, and vulnerabilities.

02.

03.

Practical Strategies

- 📅 Prepare → Bring notes or reflections to supervision.
- 🗣️ Name challenges → Share openly when you feel stuck or overwhelmed.
- ❓ Ask questions → Seek clarity and invite collaboration.
- 👉 Address ruptures → Raise concerns respectfully and suggest repair.
- ⚖️ Balance support & challenge → Advocate for encouragement and stretch tasks.
- ✅ Track progress → Review goals and celebrate achievements.
- 🛡️ Protect safety → Speak up if the environment feels unsafe or overly critical.

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- 🔍 Detect → Notice when you feel challenged, stuck, or when tension arises.
- 💬 Discuss → Bring those feelings into open conversation with your supervisor.
- ✍️ Design → Collaborate on strategies and set achievable goals.
- 🌱 Develop → Monitor progress, celebrate growth, and check in on psychological safety.



04.

FRAMEWORK FOR SUPERVISEE'S

Detect

Notice signs of challenge, block, or rupture.

Purpose: Notice when you're struggling or when the relationship feels strained.

- Example Action: Pay attention to moments you feel anxious, unheard, or stuck.
- Example Script: "I've noticed I get tense when we discuss deadlines – I think I'm feeling blocked."

Discuss

Create open dialogue about what's happening.

Purpose: Bring challenges and ruptures into open conversation.

- Example Action: Share your perspective honestly, even if it feels uncomfortable.
- Example Script: "I felt unsettled after our last session – can we talk about how that feedback landed?"

Design

Collaboratively plan strategies to move forward.

Purpose: Collaborate on strategies to move forward.

- Example Action: Suggest practical steps or ask for guidance on achievable goals.
- Example Script: "Could we set one clear step I can focus on before our next session?"

Develop

Monitor progress and reinforce psychological safety.

Purpose: Monitor your own progress and protect psychological safety.

- Example Action: Reflect on what's working, celebrate growth, and raise concerns early.
- Example Script: "I feel more confident since last time – but I'd like to keep checking in on how I'm managing workload."

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REFLECTION FOR SUPERVISEE'S



Exploring Barriers and Challenges with your Supervisor

Prompts for Supervisees to Use with Supervisors

1. "I'm finding this area challenging — could we explore it together?"
2. "I feel stuck with this task — what strategies might help me move forward?"
3. "I want to check in — do you feel I'm being open enough in supervision?"
4. "Can we talk about how feedback is given? Sometimes I feel overwhelmed."
5. "Do you think I'm getting the right balance of support and challenge?"

Reflective Prompts for Supervisee's

"When did I last raise a challenge openly, and how did it change the supervision dynamic?"

"Do I tend to avoid discussing blocks, and what impact does that have on my growth?"

"How safe do I feel sharing mistakes — and what could help me feel safer?"

"Have I acknowledged my own progress recently, or do I focus only on gaps?"

"When a rupture happens, do I speak up or withdraw — and how can I repair trust?"



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