

# The well-being checklist

The aims of the well-being function of supervision are:

- to validate staff both as a professional and as a person
- to create a safe climate by giving staff an opportunity to look at their practice and its impact on them as a person
- to clarify the boundaries between support, counselling and consultation, and to clarify the limits of confidentiality in supervision
- to explore issues about discrimination in a safe setting
- to support staff who are subject to any form of abuse, either from students, parents or from other colleagues, whether this be physical, psychological or discriminatory
- to monitor the overall health and well-being of staff, especially about the effects of stress
- debrief staff and give them a space in which to talk about feelings, especially fear, anger, sadness, repulsion or helplessness
- to help staff explore emotional blocks to their work
- to help staff reflect on difficulties in peer relationships and to assist the staff member in resolving conflict
- to clarify when the staff member should seek external counselling, and its relationship with the monitoring of performance.