

Appendix 4

Supervision Games:

This is a list of 'common games' that can be played/'acted out' in supervision

Games of Abdication

They won't let me	Supervisor would like to agree with supervisee, but is blocked by senior management
Poor me	Supervisor seeks sympathy of supervisee for shortcoming and looks for their support and protection
I'm really just one of the team	Supervisor sets themselves against organisational practice and policies and seeks to be friends with the supervisee
So what is your professional opinion?	Supervisor always asks the supervisee what they think and never gives direction or opinions and then agrees with their decision
I wonder why you really said that	Disagreement by the supervisee is put down to psychological resistance rather than being solved by addressing the issues

Games of Power

Remember who's the boss	Supervisor uses power of their position to dominate decision making
I may have to report this	Supervisor threatens to report concerns to senior managers
Father/mother knows best	Supervisor appears to protect the supervisee whilst dominating supervision
I'm only trying to help you	The competence of the supervisee is undermined as the supervisor 'rescues' and thereby takes control

Supervisee's Games

Two against the agency	Supervisee seduces supervisor into ignoring the demands of the organisation
Mutual admiration society	Supervisee builds a supportive sympathetic relationship that undermines the supervisor's authority
Treat me don't beat me	Supervisee becomes a casualty that needs help
Evaluation is not for friends	Supervisee builds a personal friendship that undermines the supervisor's authority
If you knew the legislations like I know legislations	Supervisee dominates the supervisor with their superior knowledge or personal experience
I have a little list	Supervisee dominates the agenda or distracts the supervisor onto another topic
Head them off at the pass	Supervisee confesses their faults and errors before the supervisor can raise them
Little old me	Supervisee claims ignorance and limited understanding forcing the supervisor to take responsibility
I did what you told me	Supervisee abdicates responsibility for decision making to the supervisor
It all so confusing	Supervisee brings a range of conflicting opinions and perspectives leaving the supervisor to try to reconcile them