

CAPACITY BUILDING & ADAPTIVE SUPERVISION

Kayla Richards, Oglala
Lakota

She/They

MSW, LGSW, PhD Student



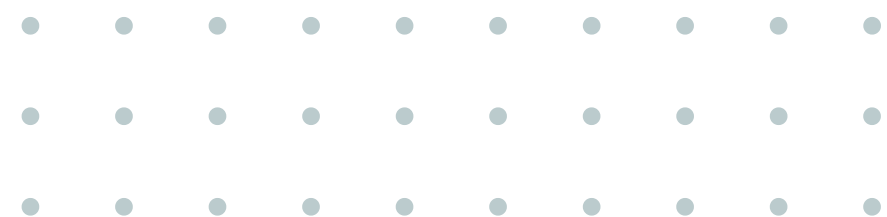


01. **SETTING CONTEXT**
and our assumptions

02. **WORKPLACE CULTURE &
IDENTITY**

03. **SUPERVISORY RELATIONSHIPS,
COACHING & CAPACITY
BUILDING**

04. **TOOLS FOR PRACTICE**



**OUR TIME
TOGETHER**

ASSUMPTIONS

BASIC

Lorem ipsum dolor sit
amet, consectetur
adipiscing elit.

\$100

PRO

Lorem ipsum dolor sit
amet, consectetur
adipiscing elit.

\$250

PREMIUM

Lorem ipsum dolor sit
amet, consectetur
adipiscing elit.

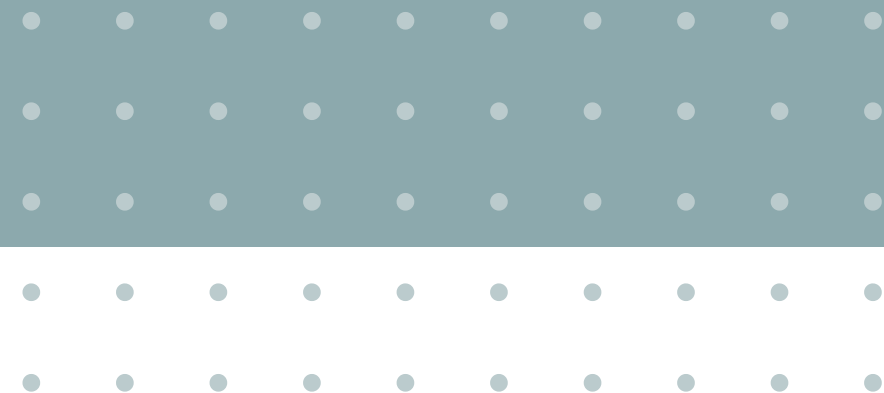
\$500

DEVELOPMENTAL APPROACH TO ALL THINGS PEOPLE



Workplace culture

*What is it? Who has it? What does
it have to do with supervision?*





- 01. SHARED PATTERNS
- 02. THAT WE USE TO MAKE MEANING
- 03. TO DETERMINE **WHAT IS & IS NOT** APPROPRIATE

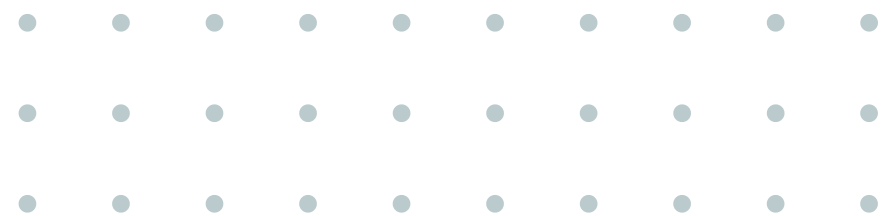
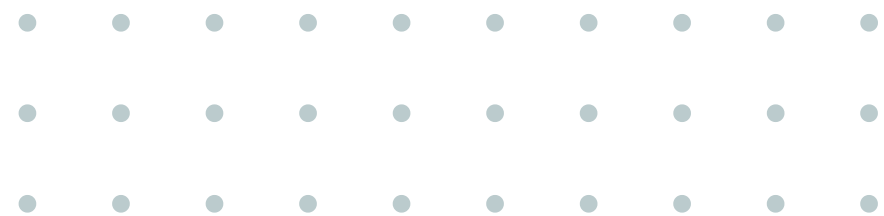


Table Work...

When I approach a yellow light...

Another sceanario here...

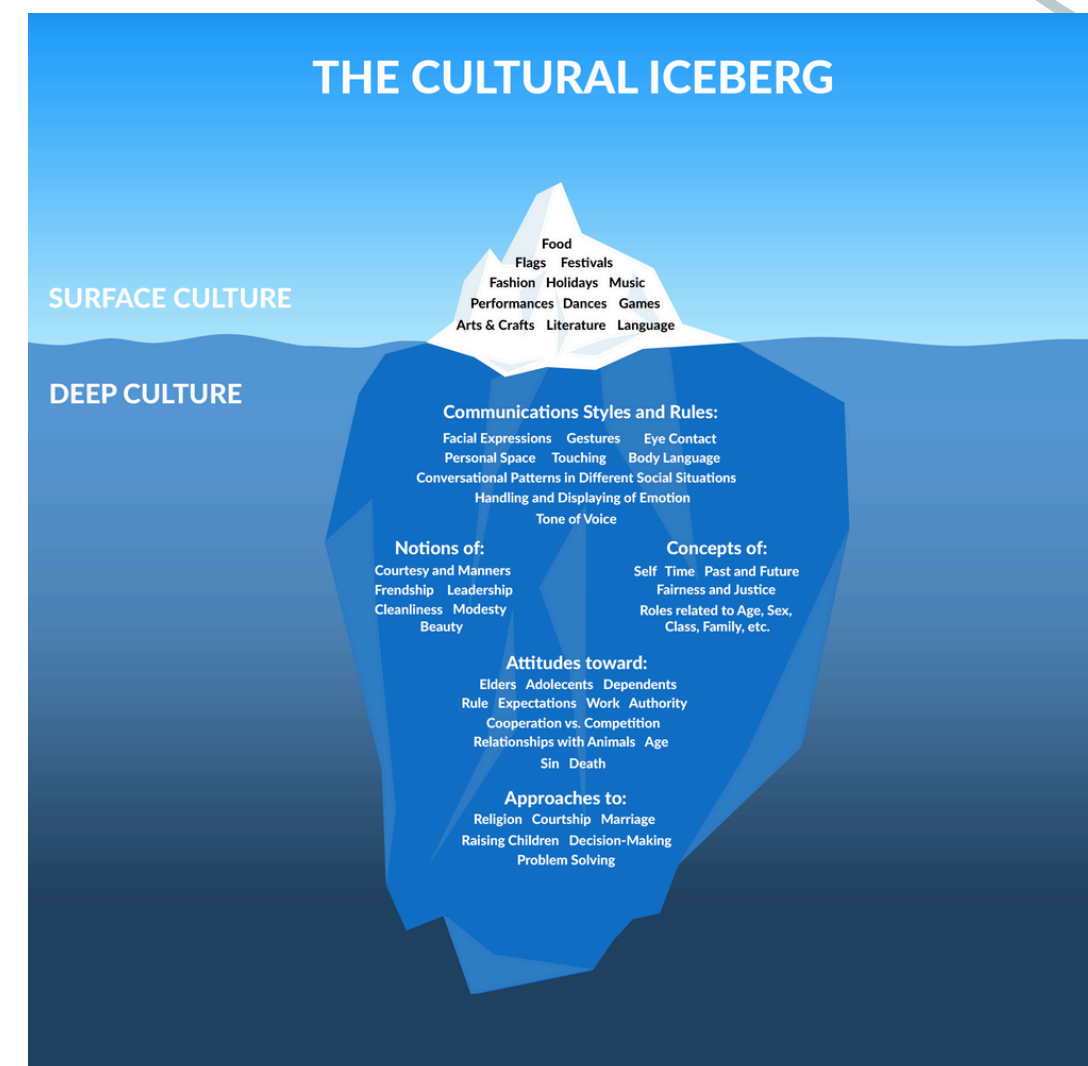


HOW DOES IT WORK?

We all experience patterns & meaning making

We interpret those patterns through our own socialization practices

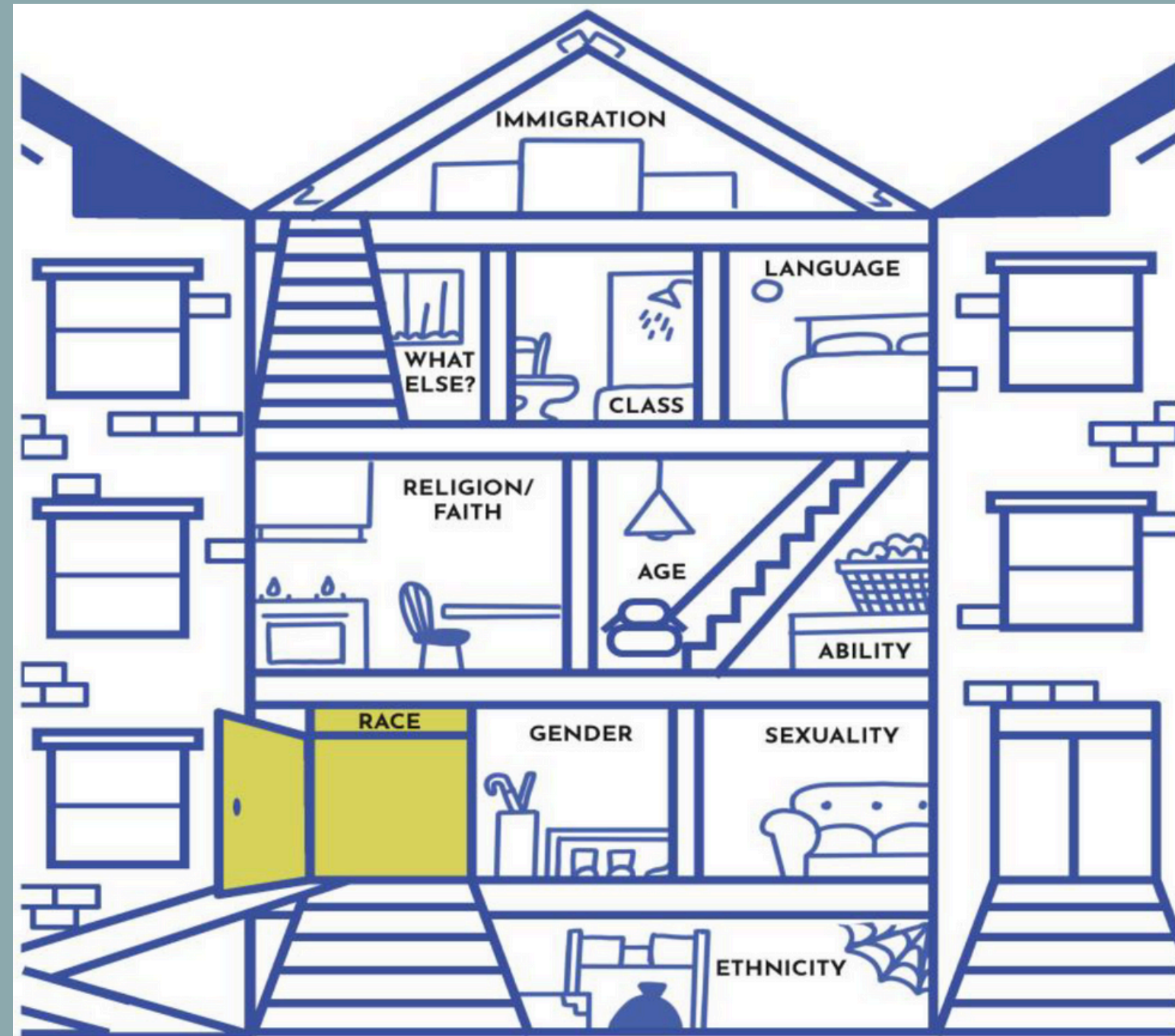
Our work is to lower water line



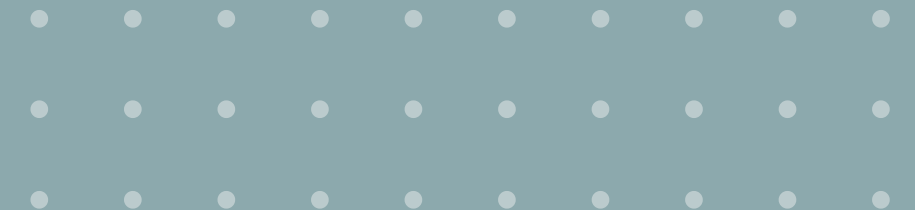
- • • • • • • • • •
- • • • • • • • • •
- • • • • • • • • •

THE EMBODIED IDENTITY HOUSE

Identity is always present
Context matters!



@TEAMDYNAMICS, LLC



WHAT ARE THE BIGGEST DIFFERENCES THAT MAKE A DIFFERENCE?





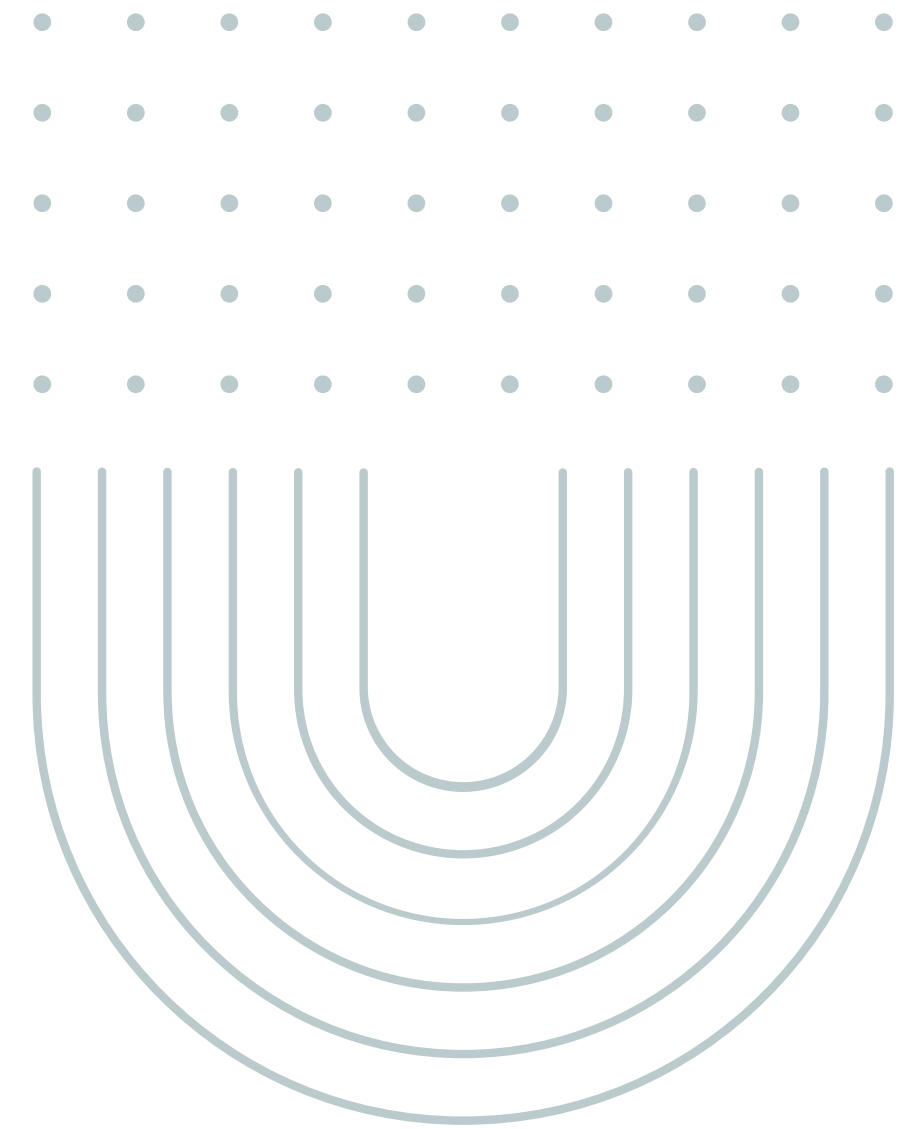
Level I

How might we expectation
in real-time context?



Level II

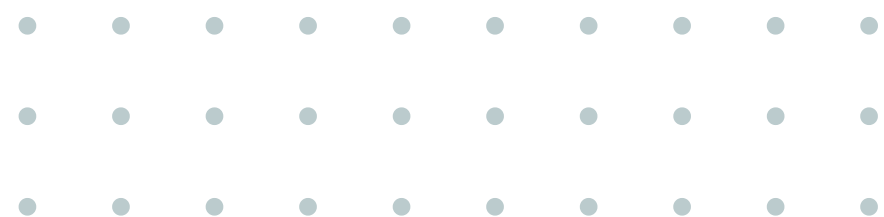
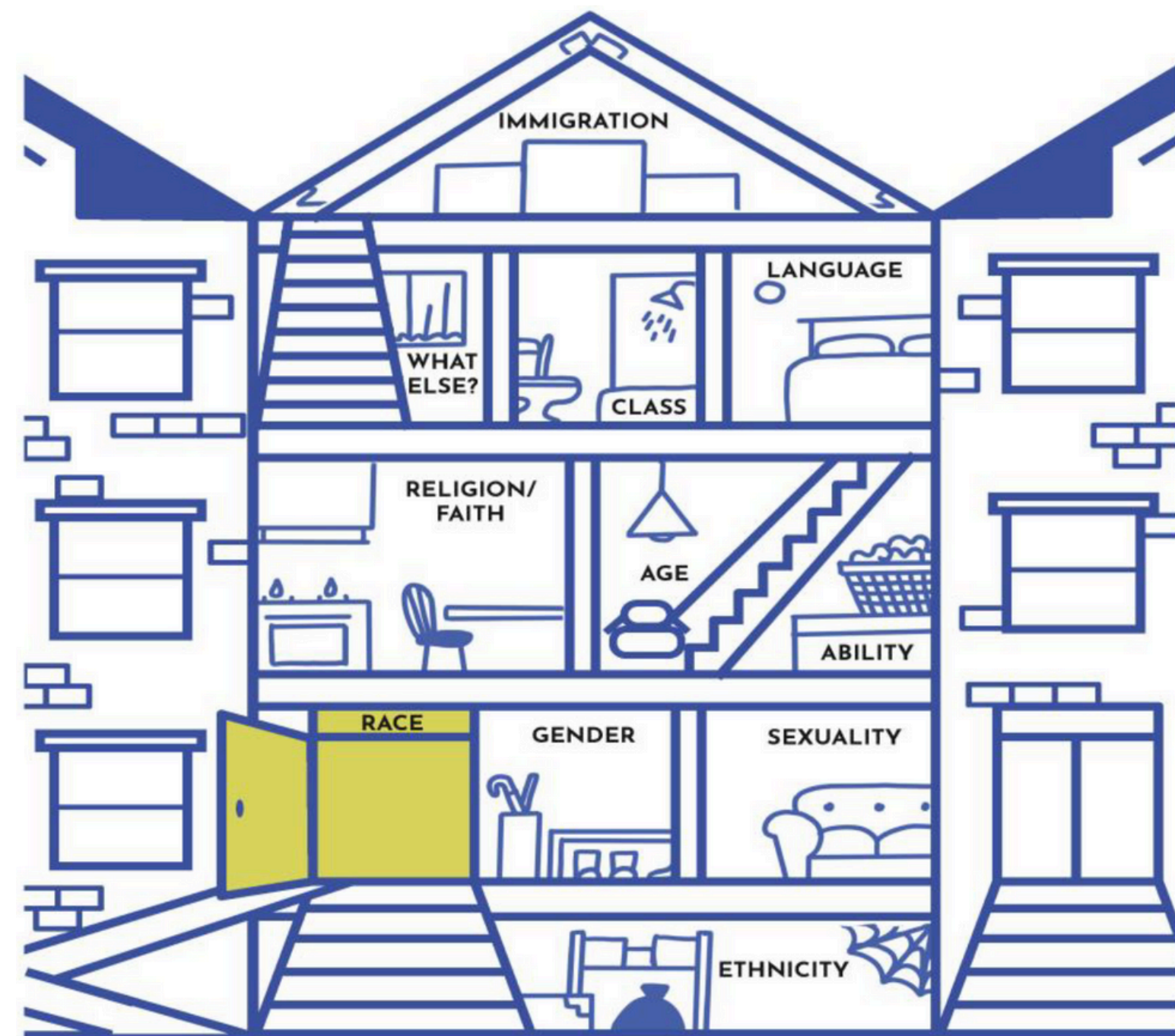
What might be a pattern
that is the same but means
different things across this
difference?



CHRONOLOGICAL AGE

Small Group work

1. We will work to complete our own houses--on our own
2. We will get into break outs
3. Respond to these questions





01.

LOOK AT EACH ROOM

Don't forget--what else room! This is any identity that is important to you

02.

COMPLETE EACH ROOM WITH YOUR IDENTITY MARKER

What is your race? How would you describe your class? Are you a U.S. citizen or do you have dual citizenships? How many languages do you speak? Yes or no, I have a visible or invisible disability?

03.

HOP INTO SMALL GROUPS

Support one another --- respond to these questions:

What room felt easiest to be in? What room felt hard? Are there rooms that you are more or less aware of at work? What about when you supervise others? Interns?



**HOUSE
INSTRUCTIONS**



DEBRIEF

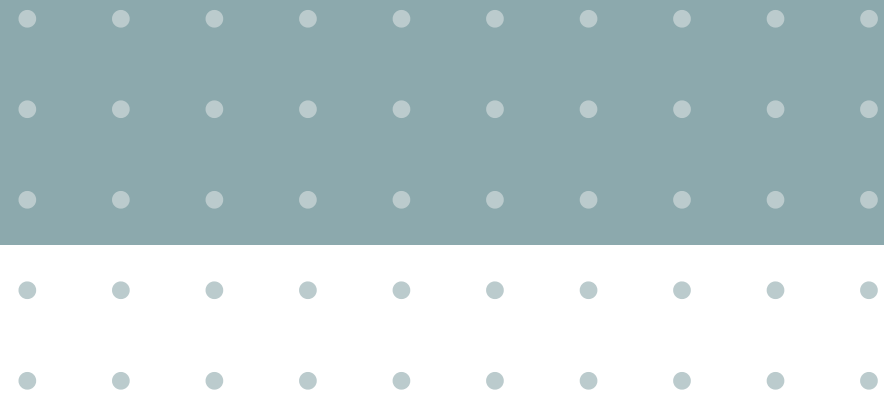
What did that feel like for you? What words, images, phrases are sticking with you?



SUPERVISORY RELATIONSHIPS



WHAT IS OUR ROLE(S)?





01.

REFERENT POWER

02.

EXPERT POWER

03.

REWARD POWER

04.

COERCIVE POWER

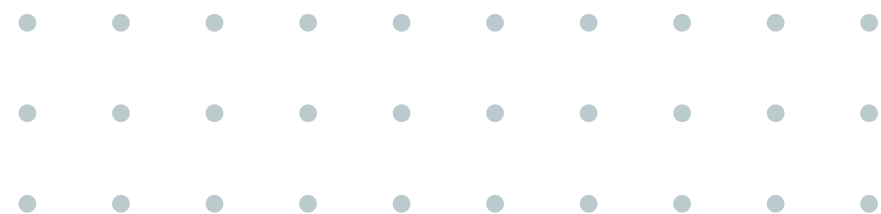
POWER



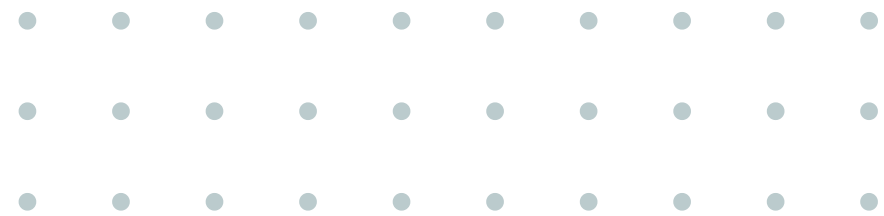
ADAPTIVE SUPERVISION

Requires us to examine context and ground behavior/expectation in context

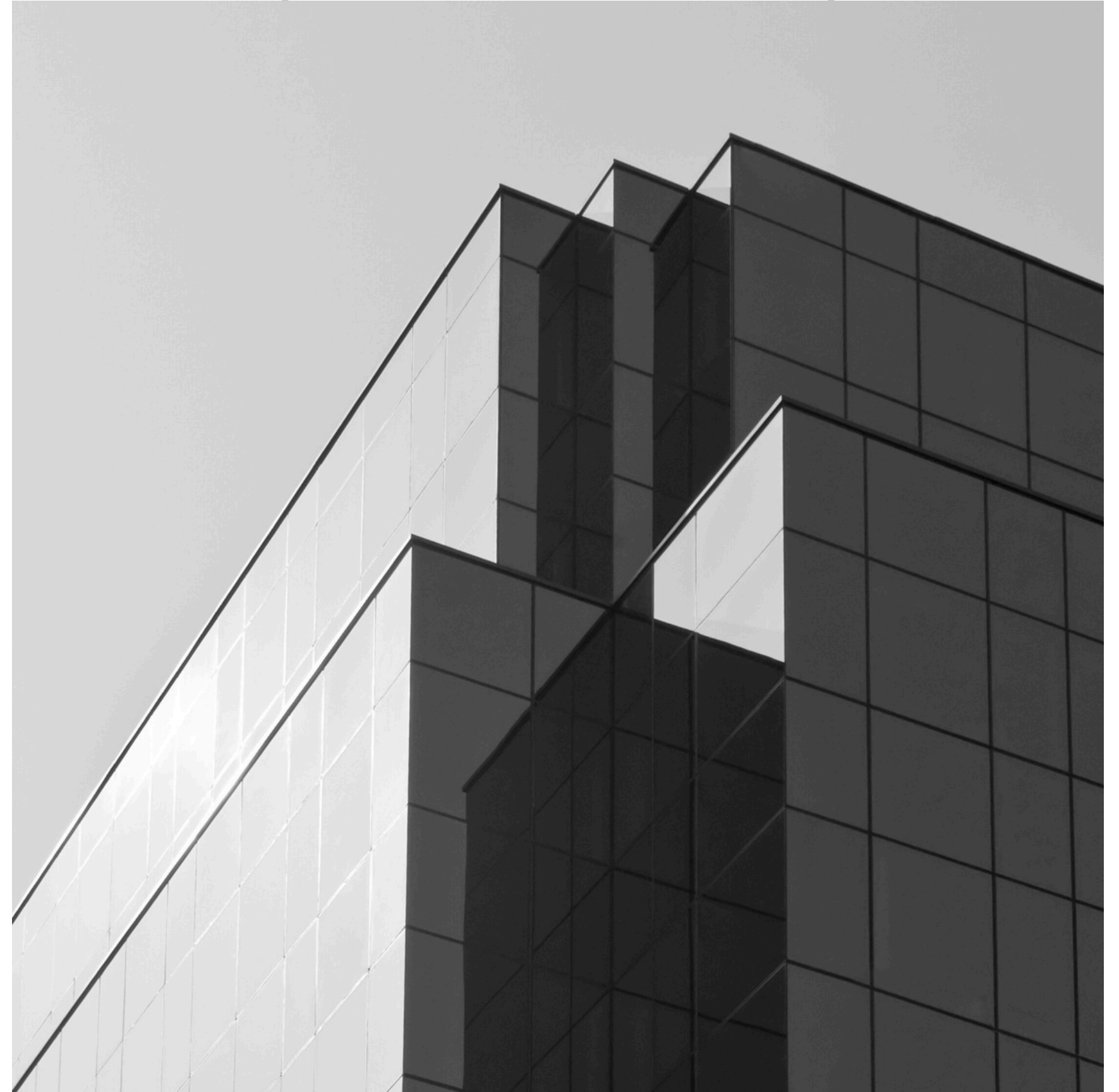
Requires us to examine power, who benefits in our decision-making



POWER SHARING



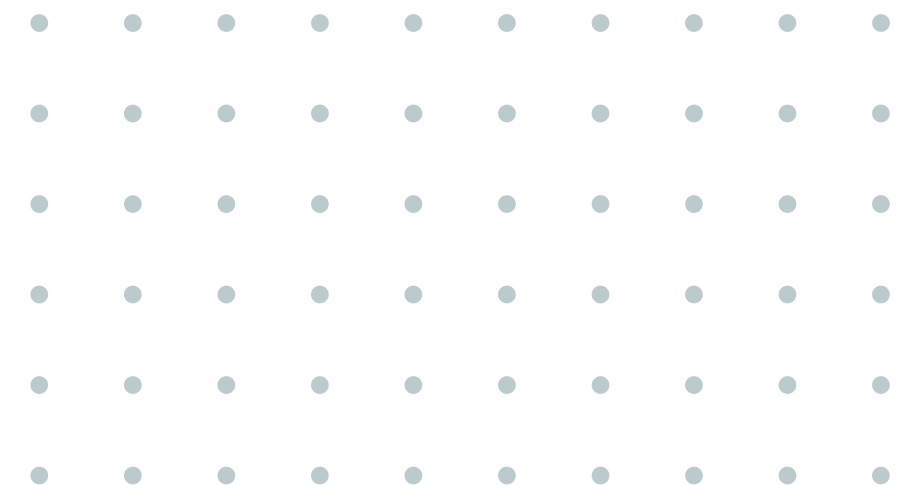
COACHING FOR EQUITY





TOOLS

D.I.E.
Coaching template
CoP



Describe, Interpret, Evaluate



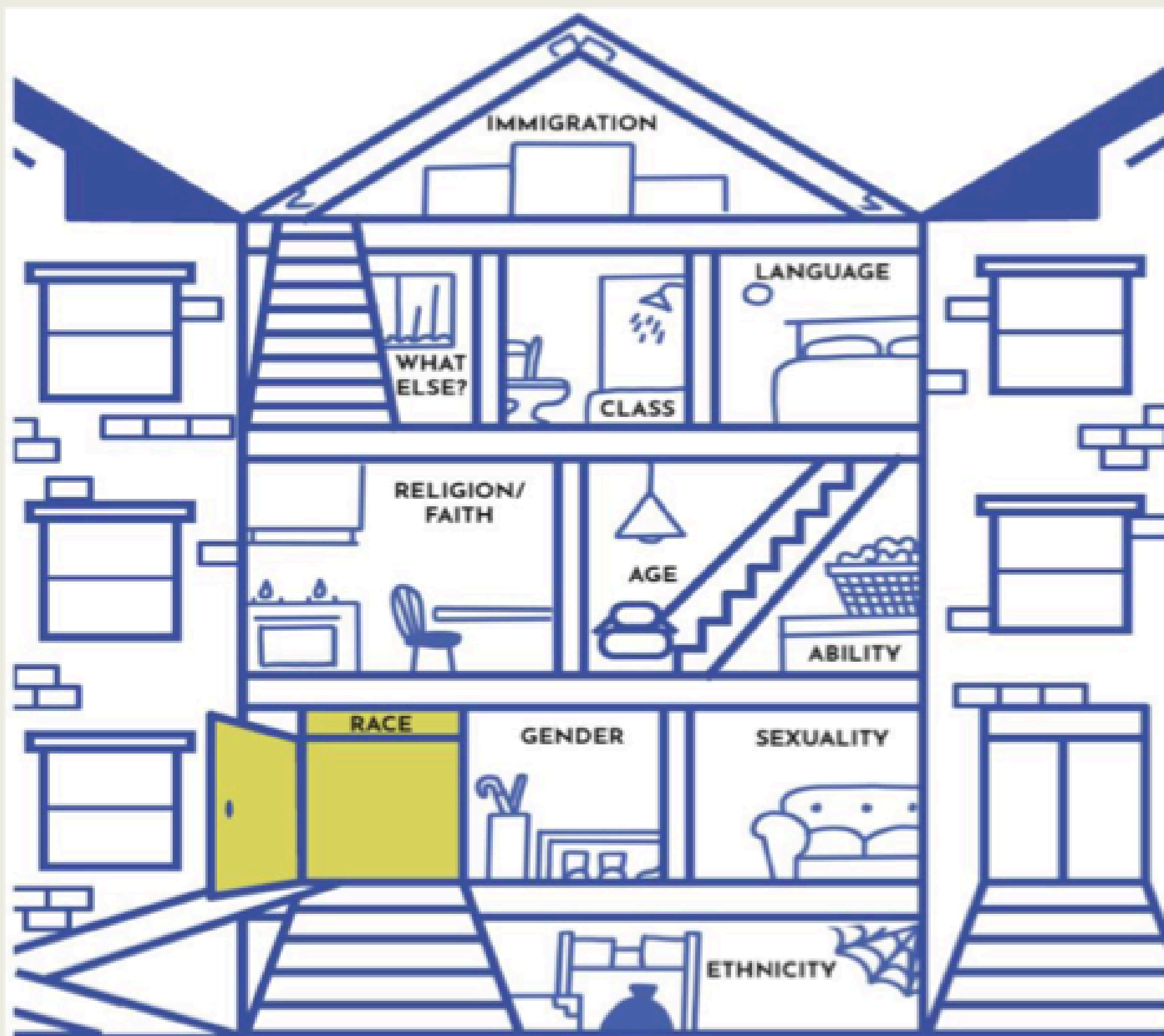
Description: What I See



Interpretation: What I Think (About What I See)



Evaluation: What I Feel (About What I Think)... and what alternatives might exist? What about my identity if influencing *how* I see what I see...



Identity House

- What role did my identity play in this conversation? How did my identity markers influence how I felt, thought, or acted?
- How might my identity have influenced the client I support?
- What role did my client's identity markers have on my thoughts, feelings, and actions?
- Was there anything I refrained from saying as a result of the differences or similarities in our identity? What impact might that have?
- How were my emotions influenced by identity? Was it harder or easier for me to empathize, judge, or connect with others who are different than me? Similar?



COACHING TEMPLATE HERE





S



T



Let's Practice

Scenarios here.

Supervision

Technical ask

Conflict

Coaching need



C

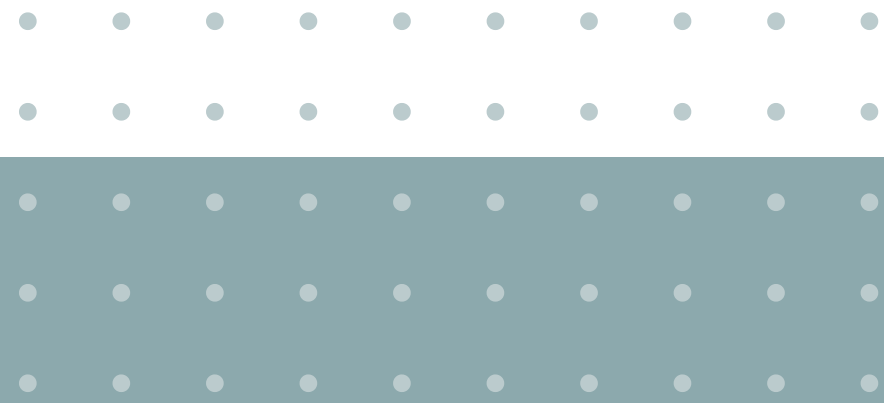


C



DEBRIEF





THANK YOU

Have any questions?
Feedback?!

kaylarichards1@gmail.com

