



Multi-Agency Reflective Supervision Guidance

Date of guidance	January 2023
To be reviewed	January 2025

2. What is Multi -Agency Reflective Supervision?

1.5. Multi -Agency Reflective Supervision

Multi -Agency Reflective Supervision

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4. Creating a Safe Space for Shared Learning

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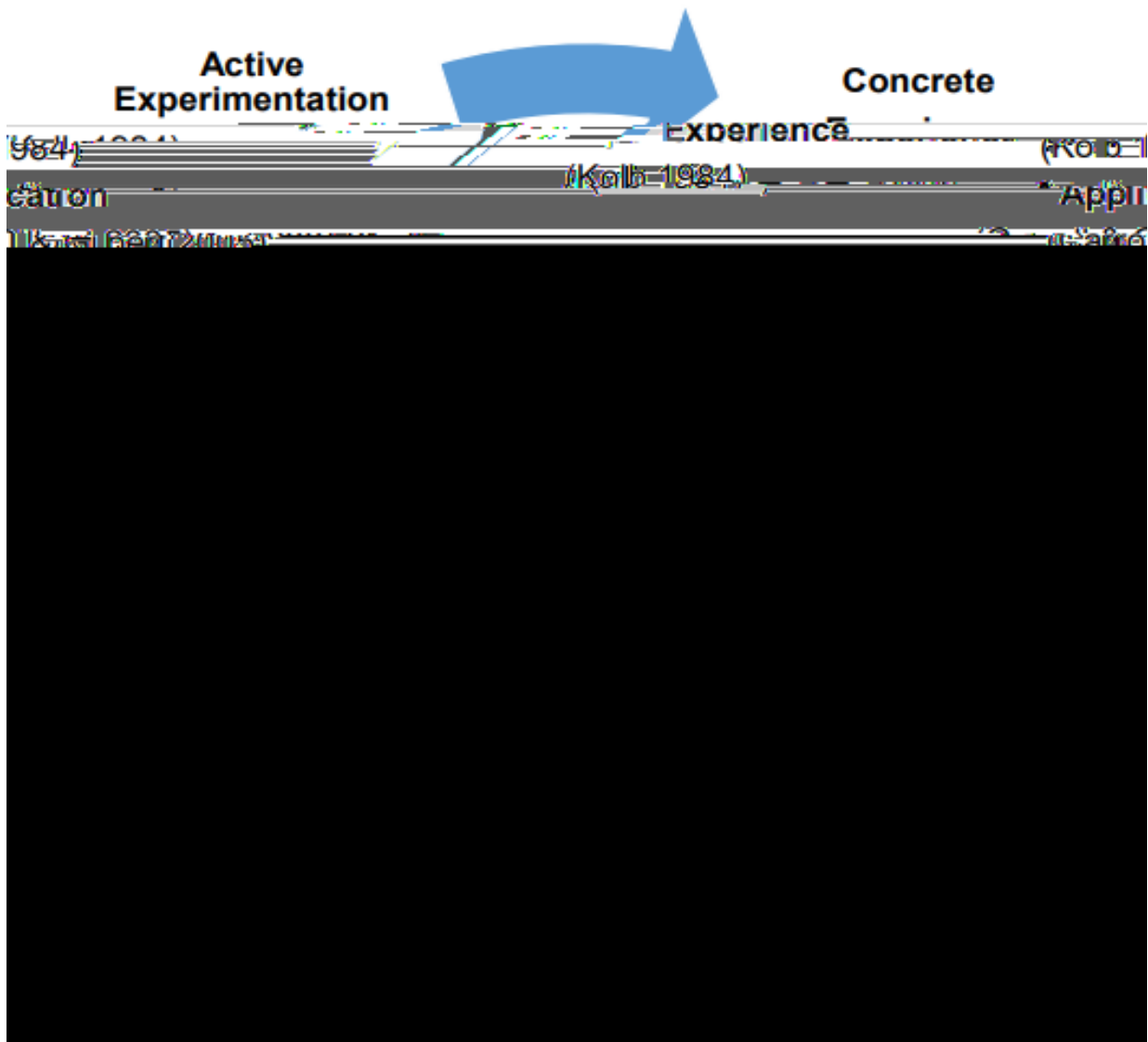
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Kolb's Reflective Learning Cycle



Questions to consider at each of the 4 stages of Kolb, D.A. (1984) model of experiential learning.

1 - Concrete Experience:

What is the
 attitude
 of the
 staff?

What is the
 attitude
 of the
 staff?

What is the
 attitude
 of the
 staff?

What is the
 attitude
 of the
 staff?

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2 - Reflective Observation:

What is the
 attitude
 of the
 staff?
 Why?
 How?

What is the
 attitude
 of the
 staff?
 Why?
 How?

How?
 Why?

How?
 Why?

3 - Abstract Conceptualisation:

The attitude
 of the staff
 is a result
 of the
 management
 style.
 The staff
 is not
 motivated
 because
 of the
 lack of
 communication
 and
 feedback.

Management style
 affects staff
 motivation.

What is the
 attitude
 of the
 staff?
 Why?
 How?

4 - Active Experimentation:

What is the
 attitude
 of the
 staff?

along the highway

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the

by the
the

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the

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