

HUMAN GIVENS SUPERVISION COURSE

Training in supervising human givens therapists

Train to become
a registered
HG Supervisor

In response to the ever-growing demand for supervisors trained in the human givens approach, Human Givens College has developed a short, intensive course for registered and experienced human givens practitioners who wish to develop their skills in this area.

As well as enabling you to support, help maintain and deepen the therapeutic competence of others, this is a great opportunity to stretch yourself, improve your own practice and keep your professional knowledge and skills up-to-date.



All practitioners must “make use of supervision in private or organisational settings and be able to identify the kind of supervision required to support and challenge them as an ethical and effective practitioner.”

**National Occupational Standards
for Counselling (NOS), 2007**

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The need

The human givens approach to helping distressed people transforms the capacities of therapists who make full use of the knowledge and skills it embodies. As a result, the approach is steadily becoming much more widely known and accepted by mainstream organisations across the country (particularly in the fields of mental health and education), the majority of which have supervision requirements for their employees and consultants.

Many employers therefore insist that a human givens (HG) therapist provides evidence of on-going supervision from an accredited supervisor (someone who has taken an approved course in supervision skills). But they can now also point to the fact that this is a requirement written in to the recently published National Occupational Standards for Counselling (which are not



specific to any theoretical model): all practitioners must “make use of supervision in private or organisational settings”.

This frequently throws up problems for HG therapists, as at present, to fulfil this, most would need to have supervision with a therapist from another orientation – which is not ideal. (We have heard of cases, for instance, where HG therapists supervised by people trained in other approaches have effectively been stopped from helping their patients because

the supervisors did not understand or recognise the methods we use routinely to deal quickly and effectively with anxiety disorders, PTSD and depression.)

It can be frustrating and difficult relating to supervisors who are unfamiliar with the organising ideas at the heart of the HG approach.

Clearly, supervisors and supervisees need to share a common *lingua franca*: an understanding of what makes for a healthy life coupled, as a consequence of that knowledge, with the skills to provide effective therapeutic interventions to emotionally disturbed people. A style of supervision is needed which is informed by the same base of knowledge HG therapists draw upon.

In addition to this increasing demand, the HGI has adopted a new supervision policy. Amongst other requirements this specifies that:

- before trainee therapists submit their two films for assessment they are required to share at least one film of therapy with an accredited HG supervisor as part of a minimum of three supervision sessions. The supervisor then advises the student whether or not they are ready to submit films for assessment;

“I believe supervision is an essential element in working as a Human Givens therapist. It provides a safe, supportive environment to reflect on what has worked well and not so well, in order to enhance practice and grow as a therapist. Effective supervision can give greater clarity on a situation we don’t always get when working alone. There is much misunderstanding amongst therapists about supervision. Its purpose is not to monitor or control, but to be a vehicle for growth and continued learning as knowledge and experience are shared. It is a valuable resource for all therapists, both newly qualified and those with greater experience.”

Gail Rhodes, HG Therapist & Supervisor





Changes in the wider field of therapy are underway. In light of our preparations for accreditation under the Accredited Voluntary Registration scheme (AVR) of the Professional Standards Authority for Health and Social Care the Institute updated its supervision policy in 2014. Accreditation under this scheme is intended to become a badge of excellence, credible both publicly and professionally. The Human Givens Institute intends to become accredited under the new scheme – for which we will need to demonstrate the highest standards of professional practice and governance. We believe that properly trained supervisors working from the human givens will make an important contribution to demonstrating such standards and this belief is now reflected in the updated supervision policy.

- for the duration of their time as a trainee – which could extend for up to two years, though most trainees choose to submit films far sooner – trainee HG therapists must have supervision with an accredited HG supervisor once every 15 sessions of therapy;
- for the first 150 sessions of therapy post-registration, i.e. once Part III has been passed, new registrants must have supervision with an accredited HG supervisor once every 15 sessions of therapy.

These changes serve to highlight the importance of supervision as a learning and support tool as HG therapists develop their craft. For the complete HGI supervision policy please visit the HGI Professional Members' website at: www.hgi.org.uk/user/login

The need now, therefore, is for a course that enables HG therapists to become effective supervisors so that all HG therapists can receive formal, contracted supervision from the human givens approach.

We are now building up a register of qualified and accredited Human Givens Supervisors to help maintain clear and secure foundations in the work we do and support learning and professional development in a way not found with more traditional approaches.



**Limited places:
apply today!**

The opportunity

As supervision is now becoming mandatory in many environments we can make it a stimulating and rewarding process.¹ After much research, this new course has been carefully designed to bring clarity to the subject and to improve the standards of supervision for counsellors and psychotherapists generally by basing it on solid human givens principles.

None of the existing five main models of supervision² has an organising framework, whereas, in the human givens approach, we do. This means we can offer something different when we look at what is needed from supervision: a richer, more pragmatic perspective.

Indeed, people trained in other approaches have been known to benefit enormously from having HG supervision because it helps them think more clearly about what they are doing or not doing. Because of this, and its focus on outcomes, we are learning from the experience of accredited HG supervisors that HG supervision has a wider application than working with HG therapists alone and that it could, quite quickly, become a favoured approach to meeting National Occupational Standards for Counselling among the more enlightened PCTs, schools and other agencies.

By developing the necessary skills and qualifying as an HG supervisor, you will be contributing to deepening the therapeutic competence of both less experienced practitioners and your peers, particularly with regard to their work with more challenging



“My experience of clinical supervision is that it is just as creative and satisfying as doing therapy. The variety and complexity of the conditions we treat as therapists never end and so putting two heads together on tricky cases is always valuable. In some ways supervision is even more of a challenge than therapy as you are, in effect, working with two people – one of whom isn't present!”



Julian Penton, HG Therapist

1. For further information see the article on supervision in Human Givens, Volume 15, No 3, 2008.

2. Connor, 1994; Dryden, Horton and Mearns, 1995; Feltham, 1995, 1996, 1997, 1999; Horton, 1996; Wheeler, 1998.

clients. But you will also be increasing your own understanding and effectiveness, and helping to improve standards for the general public at large.

The Course

The Human Givens Supervision Course involves an initial two days' training, followed three weeks later by a further two days. The weeks between the two parts of the course are for participants to reflect on, and implement in supervisory practice, learning from the first part by way of preparation for the second.

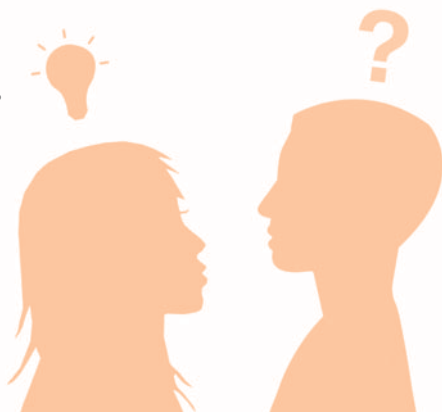
The course, which is limited to 15 places, includes practical and written work on which you will be assessed for your qualification. (We envisage running the course every two or so years.)

Preparation

The course involves several exercises in which participants will practice supervision – supervising, being supervised and observing. Extensive post-registration experience is required for admission to the course because effective supervision relies on drawing on the experience from one's own practice (plus a comprehensive understanding of the human givens ideas and approach). You will also be asked to bring several (anonymised) cases from your practice for use in these supervision exercises. Further information, including the course manual, will be sent to participants well before the start.

Teaching and learning

The course will include: participant preparation, both before and between course sessions (as above); tutor presentations; keeping a reflective diary; group discussion and exercises; supervision practice in various pairs; and confidential, written feedback on participant effectiveness as supervisors.



Topics covered include:

- The rationale and purpose of supervision.
- Supervision and its relationship to the human givens organising ideas.
- Using your therapy experience and learning when supervising other therapists.
- Skills for working with trainee HG therapists – writing an agreement; assessing films of therapy; giving feedback; writing the supervision report for HG College.
- The institutional and legal context – representing the HGI; managing risk; relevant HGI policies; ethical considerations and possible issues for supervisors.
- Establishing an effective supervisory relationship.
- The core skills of effective supervision: clarifying goals; using reflective practice; giving and receiving feedback; giving clear explanations of human givens knowledge; demonstrating therapy skills.



Assessment

There will be a simple pass/fail award after completion. Those who pass will be accredited by the Human Givens Institute as Registered Human Givens Supervisors and listed on the HGI website as such. Assessment will be based on evidence of course contribution, a written exam, written assignments and cumulative peer assessment of your supervision practice during and after the course.




How to apply



Applicants must be human givens therapists registered with the Human Givens Institute – i.e. passed Part III of the Human Givens Diploma. You must have been practising regularly for at least three years after registration and have accumulated a minimum of 250 hours of human givens therapy experience from having worked with at least 50 different clients with a variety of conditions – as an individual practitioner or as part of a team using the human givens approach with individuals. Interviews with candidates (using Skype) may be held in some circumstances. You should also have experience of receiving one-to-one supervision and be a member of an HG peer supervision group. If you would like to apply, please complete the enclosed form and return it with your payment to:

**The Registrar, Human Givens College,
Chalvington, East Sussex, BN27 3TD, UK.**



**For course dates, costs and venue,
please see the enclosed
application form.**



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