

CREATIVE TOOLKIT: CREATIVE APPROACHES TO CLINICAL SUPERVISION

BACKGROUND

Clinical supervision is recognised as key to maintaining good clinical practice and staff wellbeing¹ but there are significant barriers to prioritising supervision in the midst of clinical practice.² Creative approaches also link closely to improved wellbeing⁴ and enhanced expression of feeling.⁵ Hospiscare wanted to investigate how creative approaches could help staff and volunteers engage in supervision. A multidisciplinary collaboration with a team of researchers, educators and artists generated several innovations to make supervision accessible and meaningful.

WHAT WE DID

- 1 Monthly **Creative Clinical Supervision sessions** with a core group of 6 clinical staff
- 2 **Rest and Reflection Days** giving 40 staff and volunteers the opportunity to try creative and wellbeing activities
- 3 **Creative reflection sessions** at mandatory Annual Update reaching 107 staff
- 4 Creation of an **online 'Creative Toolkit'** website with a library of activities

ACTIVITIES INCLUDING:

- 1 **Metaphor to reflect on clinical experiences** and find creative solutions
- 2 **Creating 'Superhero' self-portraits** to bolster confidence
- 3 **Poetry collage** to experiment with image and poetry
- 4 **Clay modelling, collage and drawing** to foster connection and contemplation

BENEFITS OF CLINICAL SUPERVISION

- Improves staff wellbeing
- Supports safe clinical practice
- Improves job satisfaction and staff retention
- Mitigates compassion fatigue and burnout
- Offers peer support and stress relief
- Promotes professional accountability
- Develops knowledge and skills⁶

BENEFITS OF USING CREATIVITY IN SUPERVISION

- Fosters a sense of flexibility and wellbeing
- Can make supervision more accessible to those not suited to talking methods
- Can help supervisees sort through complicated issues
- Externalises hidden issues and facilitates problem solving⁷

KEY LEARNINGS

100% of workshop participants felt more able to rest and reflect. 95% reported increased confidence in creativity

Staff report that creativity benefits wellbeing and ability to reflect. **"I felt better after doing the writing exercise"** **"I have come up with resolutions to clinical problems"**

Invitation is key **"I loved... being 'invited' to all the activities and having the choice to join in or do your own thing."**

A non-judgemental attitude allows participants to relax and engage **"I learnt... to focus on the process, not the result"**

Staff find it hard to give themselves permission to take a break **"We all need permission to stop and that's ok"**

Staff are often motivated to attend by activities that benefit patients **"Amazing skills to use with patients"**

There can be initial scepticism and self-criticism which leads to surprising rewards. **"When I came in here I wasn't sure what to think, I was thinking roll on 1 o'clock and now I don't want it to end, I love it!"**

Being given the chance to reflect creatively makes staff feel valued **"A wonderful investment and gesture that management appreciate what we do"**

WHAT'S NEXT

- 1 **A more in-depth research project to explore our findings** and to develop a model for 'Creative Clinical Supervision' for nurses
- 2 **Targeted activities** to explore how creativity intersects with wellbeing and quality improvement
- 3 **Partnering with other organisations** to explore how these activities work in other settings



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