

Health Coaching Supervision

What is Health Coaching Supervision?

Health coaching supervision is a supportive, reflective space where health coaches can pause, think, and grow with the guidance of an experienced health coach and qualified health coach supervisor. It's a place to step back from day-to-day work and explore what's happening in your coaching, in a way that builds confidence, skill, and self-awareness.

Supervision usually brings together three key elements:

- **Formative (developmental):** helping you build your skills, knowledge, and confidence as a coach
- **Normative (standards):** supporting safe, ethical, and professional practice
- **Restorative (supportive):** helping you stay well, resilient, and able to do your best work

At its heart, supervision is a safe and confidential conversation - one where you can be open, curious, and honest about your experiences, without fear of judgement.

Despite the word '*supervision*', this isn't about someone watching or assessing you in action. There's no one sitting in on your sessions. Instead, it's a reflective process - bringing your experiences, thoughts, and questions into the space, and exploring them together. This helps create a sense of safety, making it easier to learn and grow in an authentic way.

What Health Coaching Supervision Is Not

It's easy to confuse supervision with other kinds of support, but it has a distinct role. It is not:

- **Line management:** it's not about targets, performance, or organisational demands
- **Clinical supervision:** it doesn't focus on medical or clinical decision-making
- **Therapy or counselling:** it's not a space for personal psychological treatment

While personal feelings and reactions may come into the conversation, the focus always stays on your **coaching practice** - how you work with clients, how you think, and how you develop.

Purpose of Health Coaching Supervision

Supervision exists to support you to:

- Offer safe, ethical, and high-quality coaching
- Keep learning and developing your skills over time

- Feel supported when situations are complex or challenging
- Look after your own wellbeing and avoid burnout
- Ultimately provide better support for the people you work with

You might think of it as a place to stretch, reflect, and strengthen your coaching, using real experiences as the starting point.

Examples of Topics for Supervision

Almost anything connected to your coaching practice can be brought into supervision. For example:

- Conversations that felt challenging or 'stuck'
- Questions about boundaries or scope of practice
- Ethical uncertainties
- Building rapport or deepening connection with clients
- Reflecting on what worked well, or what didn't, in a session
- Emotional responses that came up for you as a coach
- Confidence in using specific coaching approaches
- Supporting behaviour change effectively
- Managing workload, stress, or signs of burnout
- Noticing personal reactions that may influence your coaching

These aren't problems to fix - they're opportunities to learn, with support.

Individual vs Group Supervision

Individual Supervision (1:1)

What it offers:

- Time focused entirely on you and your practice
- Space to explore specific situations in depth
- Personalised feedback and support
- Privacy for more sensitive topics

Benefits:

- Builds confidence and self-awareness more quickly
- Helps uncover patterns you might not notice on your own
- Offers deeper emotional and professional support

Group Supervision

What it offers:

- A shared space to learn alongside others
- Exposure to different perspectives and coaching styles

- Opportunities to reflect on both your own and others' experiences
- Facilitated, supportive discussion

Benefits:

- Creates a sense of connection and community
- Reminds you that you're not alone in your challenges
- Sparks new ideas and ways of thinking
- Makes supervision more accessible and cost-effective

Bringing It Together

Health coaching supervision isn't about being judged or checked up on - it's about being supported. It's a collaborative process that helps you make sense of your experiences, develop your skills, and sustain yourself in the work you do.

Whether through the focused depth of individual sessions or the shared learning of a group, supervision helps turn everyday coaching into ongoing growth - benefiting both you and the people you support.