



Transcript for Video #3.2: Coaching for Performance and Development

Reigniting Clinical Supervision (RCS)

Consider the last supervision video that you have had whether you are a supervisor or a supervisee. Most likely, both of you and the other person focused on a difficult case. The supervisee presents a challenging scenario embellished with all the clinical background and types of interventions employed so far. The supervisor provides suggestions on ways to deal things differently and offer few alternatives to improve the situation. This is what I call **Coaching on Performance**. There is nothing wrong with this. In fact, we need it from time to time to get ourselves unstuck. But the argument I am making here is that, well, coaching for performance is necessary, it isn't sufficient. It lacks **depth field perception**. (Remember the story when I lost my vision in one eye?) It lacks the crucial piece which relates to our professional growth. And the missing component is **Coaching for Development**. This means developing a highly personalised, long game plan matching your current professional development phase in *your* learning edge.

The key to reigniting clinical supervision is to create a movement between coaching for performance and coaching for development. So we have performance bit here on one eye and development on the other... draw ourselves a pair of eyeglasses.

While coaching for performance keeps one eye on **timely** matters, that arises in your daily clinical struggles you may feel, coaching for development keeps the other eye on focused on **timeless** matters, which relates to your learning needs. This is a synergistic back and forth of coaching for performance and coaching for development that can reignite your practice and translate to actual improvement in your client outcomes.

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(Second Video) I want you and I to take this moment to get this right as deeply as possible. At the core of reigniting clinical supervision, it is the **binocular vision** of coaching for performance and coaching for development that can take us to the next level of our work

Some of you may be asking why am I using the word coach instead of supervisor? More on that on the later videos.

So I am originally brought in from Singapore as an Asian-Chinese, I know a little bit of Mandarin. On the side note, I failed many Chinese exams in schools but I know enough about this one word I'm gonna teach you today in less than 10 seconds on how to write it. So grab a piece of paper and a pen and give this a go.

In English, we make a distinction between the heart and the mind. But in the Chinese language, we don't have such a distinction. It is simply called "Xin." It means both heart and mind. So for example, when we call the psychiatrist in Mandarin...we call it... we call him or her "Xin Li Yi Sen ... heart doctor." As for the psychologist we call it "Xin Li Chuan Jia..." which means heart specialist.... Well, let me show you how we write this in 4 strokes... the word "Xin".

One, two, three, four. That's it. Four strokes to give you the Xin. I want you to remember this word. As we move along the course, because by keeping one eye on performance and the other on development we're getting to the heart of our profession and development road. As one of my heroes, Gregory Bateson, points out the duality between creating a balance of the left and the right. And this is what he says, **"A man walking is never in balance, But always correcting for imbalance."**