

Peer group supervision - Quick tips for success

Peer group supervision offers a supportive, structured and reflective space for professional growth. Here are **12 practical tips** for building effective supervision groups.

<p>1. Establish a clear purpose and goals</p> <ul style="list-style-type: none"> • Agree on common objectives (e.g. skill development, reflection, team support). • Shared understanding helps keep sessions focused and productive. 	<p>2. Build trust and psychological safety</p> <ul style="list-style-type: none"> • Prioritise confidentiality, respect, and openness. • Create a safe space where members can share challenges without fear of judgment.
<p>3. Dedicate adequate time and resources</p> <ul style="list-style-type: none"> • Protect regular time for sessions. • Ensure access to suitable spaces, materials, and manageable workloads. 	<p>4. Establish structure and guidelines</p> <ul style="list-style-type: none"> • Set ground rules (confidentiality, punctuality, balanced speaking). • Use agendas or structured methods to keep discussion focused.
<p>5. Commit to regular attendance</p> <ul style="list-style-type: none"> • Consistency builds trust, stability, and cohesion. • Regular attendance deepens reflective learning and support. 	<p>6. Promote reflective practice</p> <ul style="list-style-type: none"> • Encourage members to critically examine their actions and assumptions. • Reflection strengthens professional identity, resilience, and learning.
<p>7. Share facilitation responsibilities</p> <ul style="list-style-type: none"> • Rotate facilitation roles to build shared ownership. • Skilled facilitation ensures sessions stay inclusive, focused, and supportive. 	<p>8. Provide open, constructive feedback</p> <ul style="list-style-type: none"> • Give non judgemental, respectful feedback. • Feedback fosters reflection, skill development, and confidence.
<p>9. Embrace cultural and contextual sensitivity</p> <ul style="list-style-type: none"> • Respect cultural, professional, and individual differences. • Encourage reflection on power, privilege, and assumptions. 	<p>10. Secure organisational support</p> <ul style="list-style-type: none"> • Gain management 'buy in' for protected time and recognition. • Organisational backing reinforces the value of supervision.
<p>11. Evaluate and continuously improve</p> <ul style="list-style-type: none"> • Use feedback, reflection, or surveys to review process and outcomes. • Adapt the model to fit evolving group and workplace needs. 	<p>12. Ensure access to supervision training</p> <ul style="list-style-type: none"> • Provide supervision training and orientation tools. • Training builds confidence, consistency, and sustainability.

Howarth, S., Ducat, W., & Neary, A. (2025). Twelve Tips to Mastering the Effective Elements of Peer Group Supervision: Practical Guidance from a Narrative Review and Expert Perspectives. *The Journal of Practice Teaching and Learning*, 23(2), 80–100. <https://doi.org/10.1921/jpts20252574>