

## **Abstract**

### **Supervision of supervisors for social services workers for the elderly: Experience of supervisors with super-supervision**

This Master's thesis examines the experiences of supervisors of social services for the elderly with the supervision of their supervision (super-supervision). The aim was to find out if and how these supervisors approach increasing the professionalism of their supervisory work over the years by means of regular supervision of their supervisory work. What forms of supervision do they use, what supervisors and according to what do they choose, for the supervision of their supervision.

The thesis uses qualitative research methods. Information was obtained through semi-structured interviews with supervisors experienced in providing supervision to helping professionals in social services for the elderly. The research provides an insight into nine supervisors' experiences with super-supervision. Supervisors' experiences reveal approaches to their professional development and to improving the quality of work. The results can be useful for the wider supervisory community and as suggestions for supervisory associations to continue to care for novice as well as experienced supervisors.

Research shows the importance of effective communication and reflection for the success of supervision, while in the supervision of workers in direct care it is desirable to emphasize the educational form of supervision or supplement it with mentoring or tutoring. The research discussion gives consideration to the establishment of a professional chamber of supervisors (including super-supervisors) taking care of compliance with professional standards, defining the professional profile of a super-supervisor and the obligation of supervisors to undergo super-supervision. The thesis also gives suggestions for enriching or clarifying the language of the supervisory context.

## **Keywords**

Supervision of supervision, super-supervision, meta-supervision.