

SUPERVISION IN HUMAN SERVICES:

A RESOURCE TO BUFFER STRESSORS, WHILE ENHANCING PRACTITIONER WELL-BEING AND PERFORMANCE

RESULTS OF A SCOPING REVIEW (Sewell et al., under review)

Supervision is an investment made by human service workers and organizations that supports overall well-being.

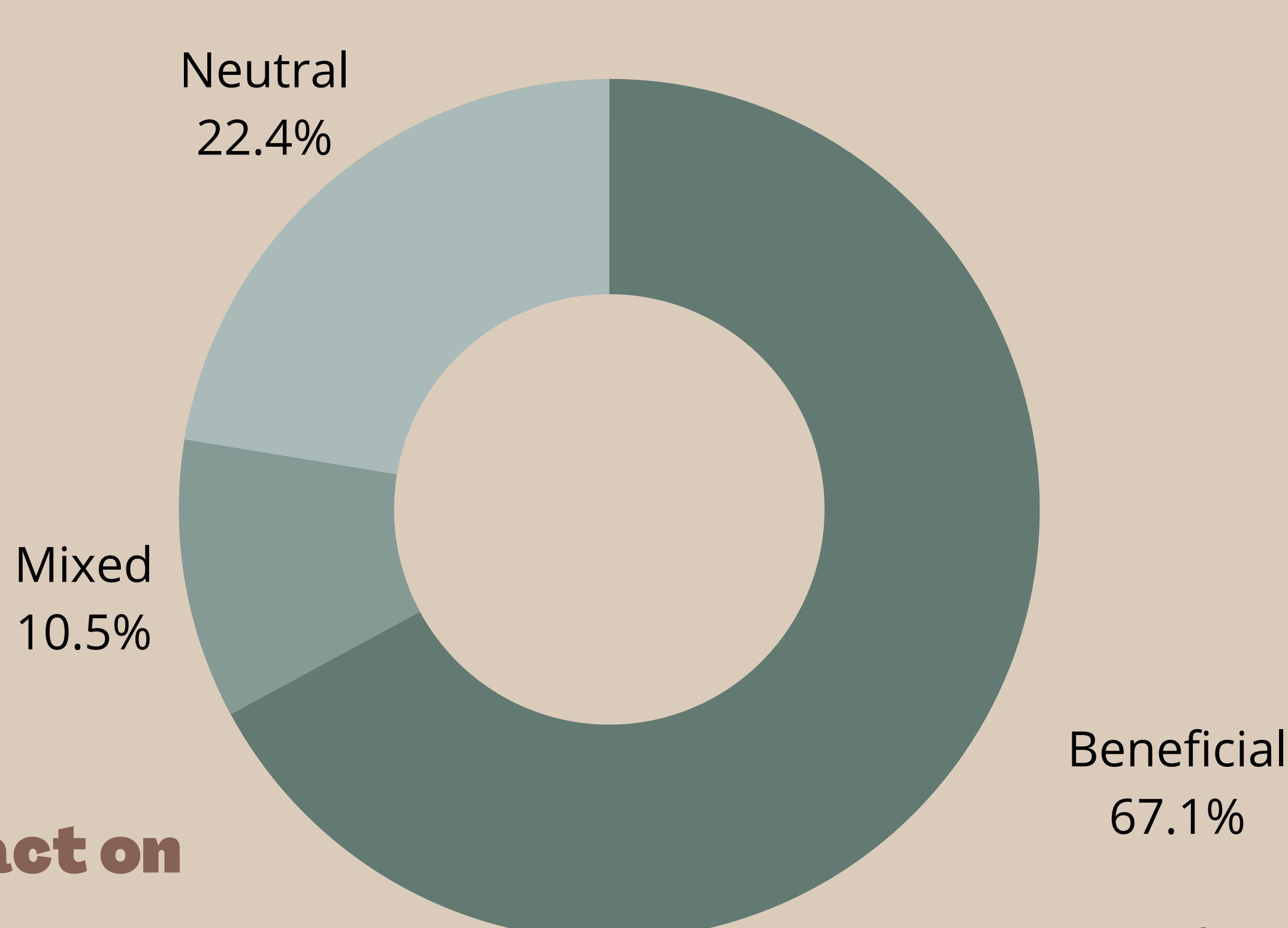
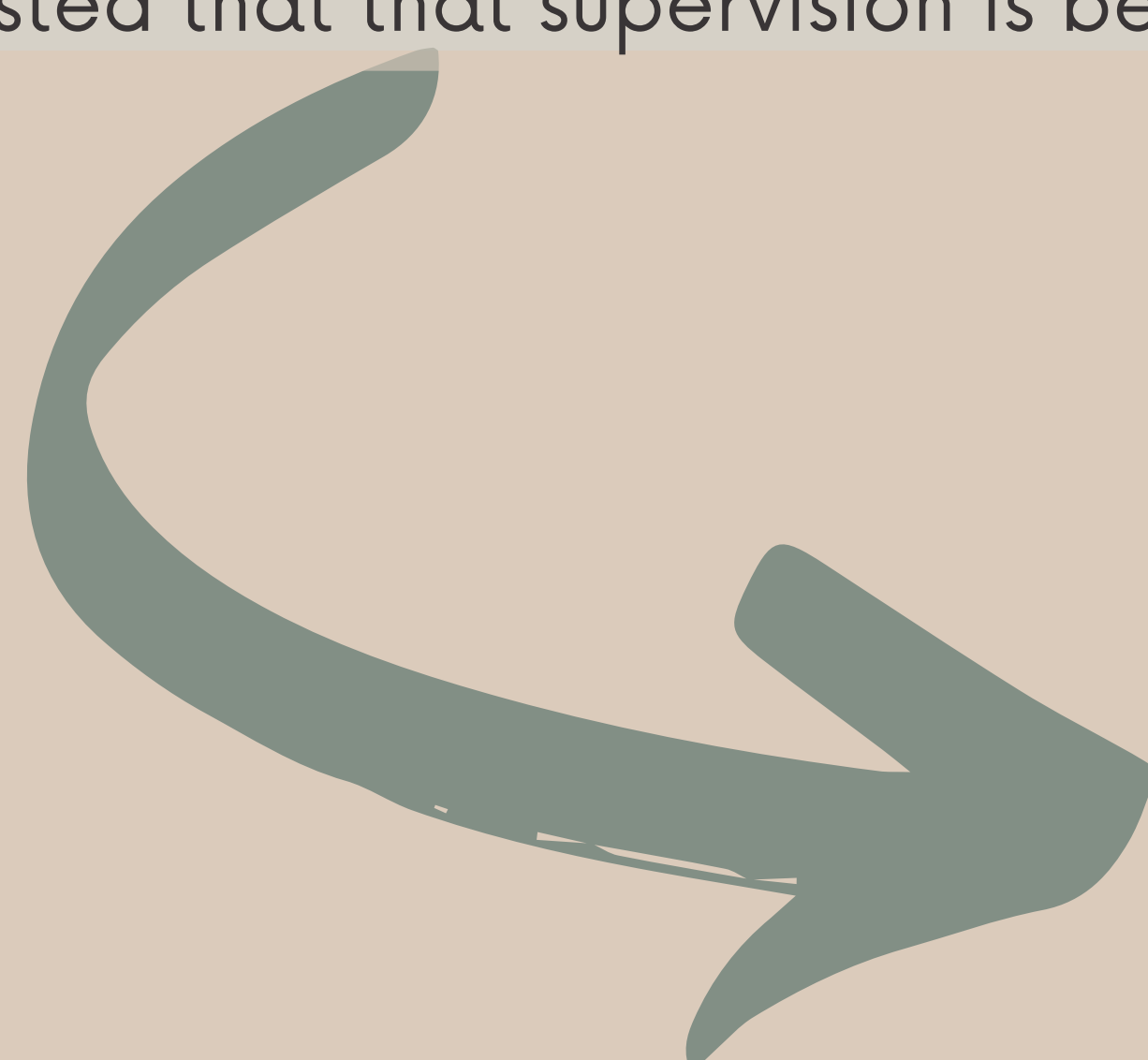
What did we do?

We reviewed 175 published articles (2011-2021) about the impact of supervision in human service professions and found that supervision has a beneficial impact for workers, both personally, and in relation to the services they provide.

What did we find?

Of 76 studies that looked at positive worker outcomes, results suggested that that supervision is beneficial to workers.

Positive worker outcomes are associated with supervision



Supervision had a positive impact on

Job satisfaction in 65%
of articles*

Professional development and growth in 80%
of articles*

Wellbeing and morale in 73%
of articles*

Professionalism and resilience in 100%
of articles*

*examining this outcome

Findings from our review support the value of supervision for human service workers. But the research is lacking detail and information about what is happening in actual practice

We need to know more about supervision in practice in Ontario. To participate in our current survey, follow

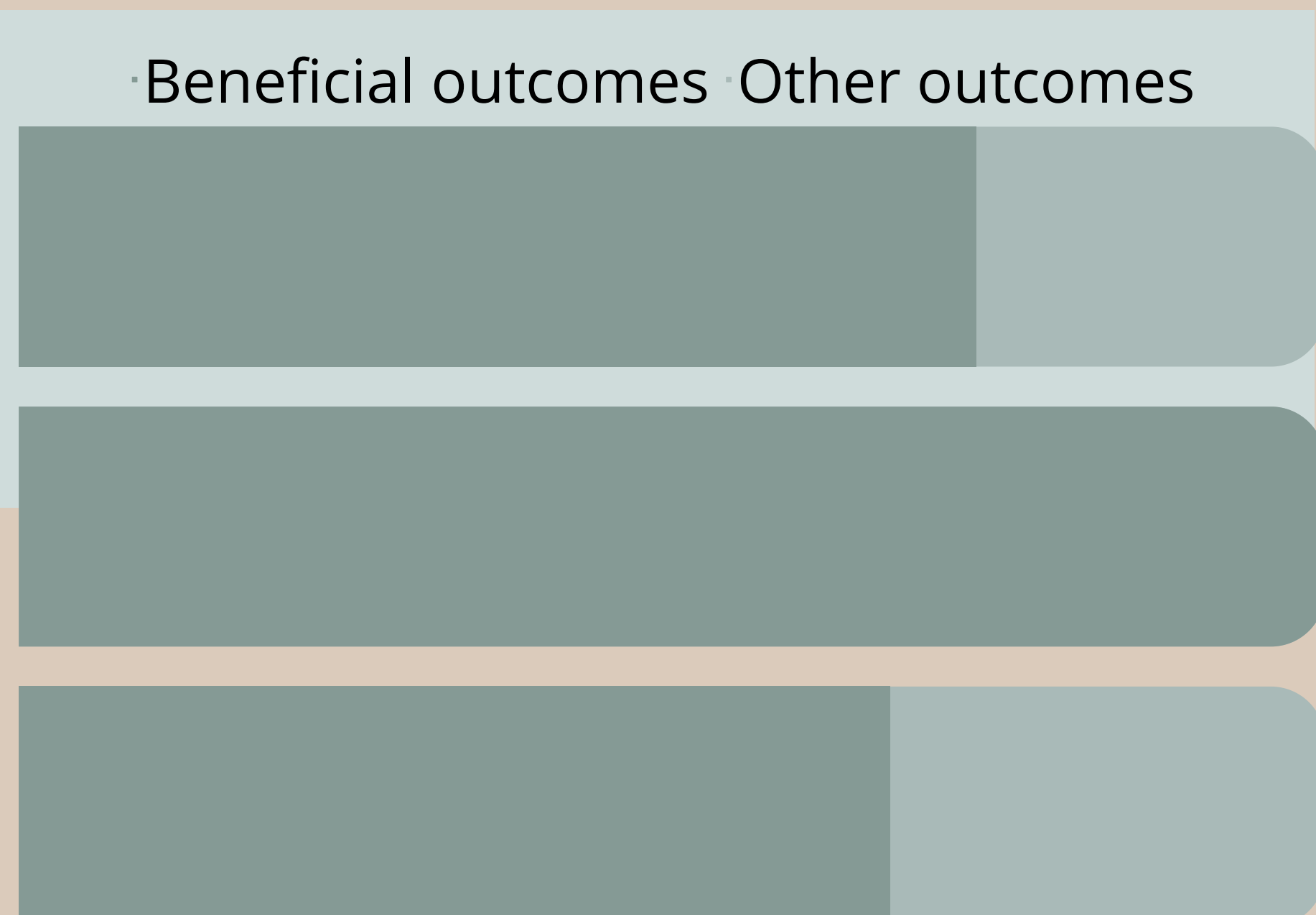
this link

Findings also indicated:

Supervision has a notable beneficial impact on...



Intention to leave
Organizational climate
Retention

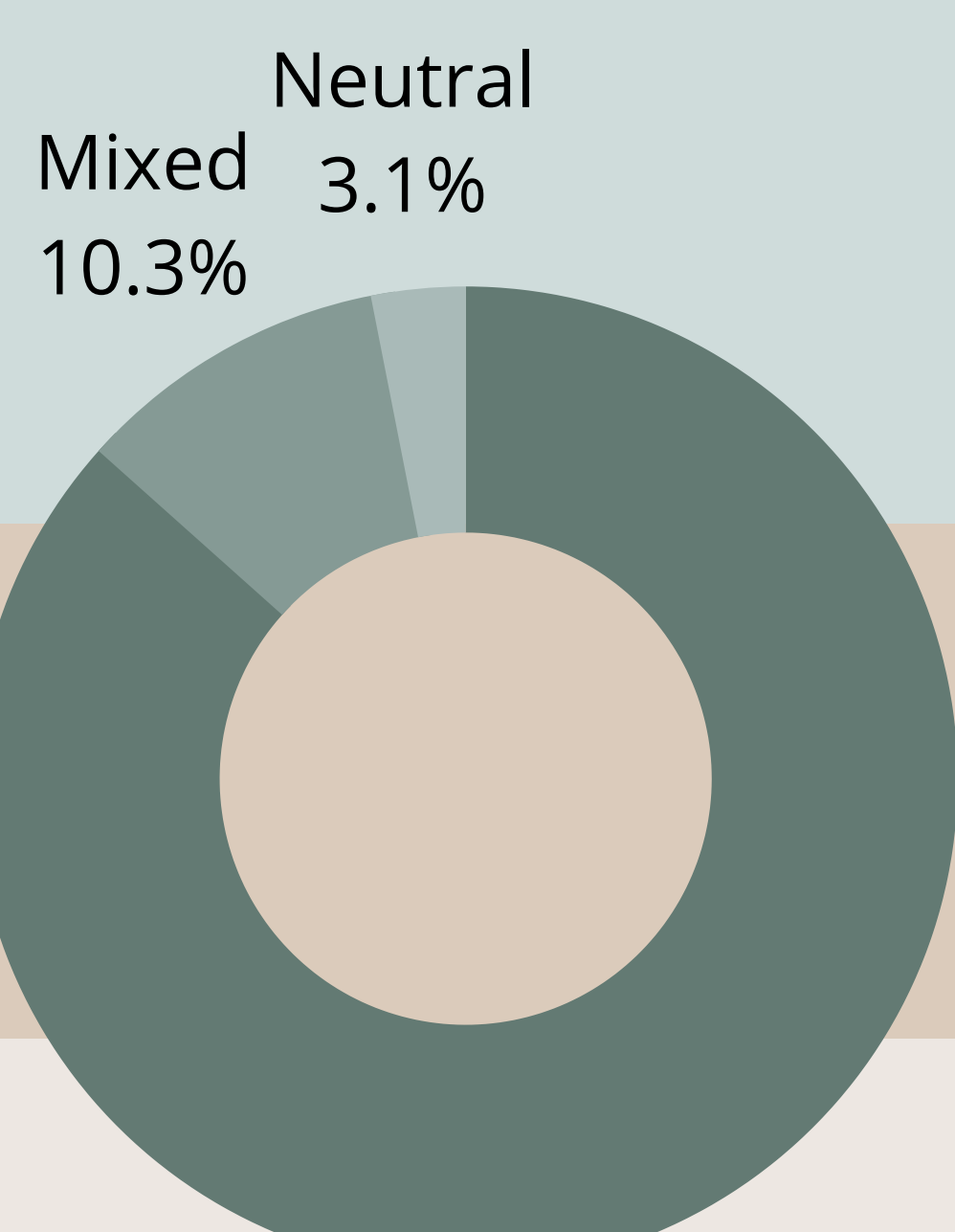


*other outcomes include mixed, negative, and neutral outcomes

We also learned...

Positive service-related outcomes are associated with supervision

Results from 75 studies that looked at service-related worker outcomes suggested that that supervision is beneficial.



Supervision can lead to...

Competence

In articles examining this outcome, supervision was found to have a beneficial impact most of the time (84.6%, n=22/26)

Service

In articles examining this outcome, supervision was found to have a beneficial impact most of the time (90.9%, n=10/11)

Performance

In articles examining this outcome, supervision was found to have a beneficial impact most of the time (90.0%, n=9/10)

Integrity

In articles examining this outcome, supervision was found to have a beneficial impact most of the time (80%, n=4/5)

Effectiveness

In articles examining this outcome, supervision was found to have a beneficial impact most of the time (80%, n=4/5)

Fidelity

In articles examining this outcome, supervision was found to have a beneficial impact most of the time (100%, n=5/5)