

8. HSE Professional Supervision

One of the best ways to build your confidence in your work performance is to seek professional supervision. High quality supervision will ensure that you and your mentor / manager are 'on the same page' and guide your development. When you first start in your role it will help you to become orientated more quickly to the position and help you to understand what's expected of you. As you settle into your role, professional supervision provides support, builds on your strengths and develops the areas that challenge you.

At a basic level supervision can be used to ensure that your work is at a suitable standard. However, it can also be much more. Supervision can provide an opportunity to formally reflect on your strengths, pinpoint areas for development, and discuss strategies to address your needs. A committed manager will provide feedback to promote your growth and development as a professional.

Most workplaces will have a formal performance management process, which will include supervision. If your workplace doesn't have a formal process, discuss this with your mentor / manager. Ask for regular appointments, particularly during your formal induction and in the first year of your position.

If your manager is 'off-site', or in the case of some projects not an HSE manager, alternatives such as teleconferencing or internet technologies such as Skype, Zoom or Arkadin conferencing may be appropriate forums to schedule discussion time to reflect on your performance and to ask for assistance with challenges. If your manager is unable to provide supervision, think about other ways you can access supervisory support. Possible sources include:

- Your wider HSE team(s)
- Other local peers / colleagues
- Videoconference / teleconference contact with other professionals in your network

Supervision and You

- Utilise the performance management process, including professional supervision within your workplace
- Ask yourself, am I receiving and making the most of the supervision process?
- If not, where can I seek appropriate supervision?
- Reflect on how good supervision influences your development?