

### 7.11.3 Attending to the Supervisor-Supervisee-Client Triad

Hawkins and Shohet have developed seven modes for attending to the cultural differences between clients, supervisees and supervisors:

1. Focus on the culture of the client and their context. This includes attending to possible culture-specific behaviours (e.g., avoidance of eye contact, or shaking hands in greeting).
2. Find ways of responding to cultural differences and the hidden cultural assumptions implicit in the supervisees' interventions (e.g., that people all share a common idea of normal and desirable behaviour).
3. Consider the culture inherent in the relationship between client and supervisee (e.g., how this influences the process of the work), and what supervisory interventions might correct any problems resulting from the supervisee's mismanagement of this.
4. Focus on the cultural assumptions and the countertransference of the supervisee as they relate to cultural differences (e.g., racial stereotyping, gender biases).
5. Focus on parallel process (e.g., how cultural difficulties experienced in the client-supervisee dynamic are mirrored in the supervision relationship). Also, attend to cultural differences in the supervision relationship.
6. Attend to one's own cultural assumptions and countertransference with regard to cultural differences.
7. Consider the cultural norms and biases in the wider context in which the work takes place (e.g., social, political, organisational). This includes such problems as institutional racism and oppressive practice.

(Hawkins & Shohet 2000, cited in The Bouverie Centre [Moloney, Vivekananda & Weir 2007]).