

Scary, Shaming, Seductive or Safe?

Support Worksheet for the article: [Group Supervision: Scary, Shaming, Seductive or Safe?](#)

A supervision group reacts before anyone speaks. A flinch. A silence that lasts a beat too long. A quick piece of advice. A joke. If nobody holds those reactions, they land on the person who has just exposed something.

This worksheet is for anyone who leads a supervision group. Group members can use it too. Think of one recent meeting of your group, and answer for that meeting, not for the group in general.

The four groups

- Scary.** We weigh up the cost of being seen by our peers, and bring the case that went well.
- Shaming.** The group's unheld reactions land on the person who has just exposed something.
- Seductive.** Warm, agreeable, unchallenging. Comfort is mistaken for safety, and the client pays.
- Safe.** The difficult thing can be brought, and questioned, and nobody carries the cost alone.

Part one: which group was it?

1. Place the meeting

[10.3 Adaptive Self-Monitoring](#)

Scary, shaming, seductive or safe? Choose one, and write down what you saw or heard that tells you so.

2. Name what did not get brought

[10.3 Adaptive Self-Monitoring](#)

What kind of material has not appeared in your group for six months? Boredom with a client, attraction, fear, dislike, a mistake.

Part two: your own reaction

3. Notice your own body first

8.2 Somatic Attunement

Recall a moment when someone brought something difficult. What did your body do? The tightening, the drop, the urge to move on. Plain words, no interpretation yet.

4. Name what you did with it

1.1 Self Regulation Under Stress

Advised, reassured, joked, changed the subject, went quiet? If you flinched, the room already knew.

5. Name what unsettles you

3.4 Healthy Self-Worth

Which material do your supervisees know not to bring to you? If you do not know, how could you find out?

Part three: the group's reaction

6. Where did the reactions land?

5.3 Emotional Contagion Management

When the difficult thing was said, what did the group do in the first ten seconds? Who was left holding it?

7. Who is looking after whom?

4.4 Secure Relational Boundaries

Is anyone in your group easy to supervise? What might they be carrying so that you, or the group, do not have to?

8. The harder question

9.2 Adaptive Learning

What question did nobody ask, because the group was being kind? Write it here. What would have to be true of the group for someone to ask it?

One thing to try at the next meeting

Name the category before anyone has to confess an instance. For example: "Most of us have been bored by a client. Most of us have been frightened of one." Write the sentence you will say.

A reflection to sit with

Safe is not the same as comfortable. If your group is comfortable most weeks, who is paying for the comfort?

None of this is about being unshockable. Our supervisees can see that we are affected. The line is between a group that witnesses a leader's reaction and a group that is made responsible for it.

This worksheet is a reflective aid drawn from clinical practice. It has not been tested in research. PsycheVita is evidence-informed and not yet evidence-based.

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Symptoms are signals. You are not broken. You are adapting.

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