

PROFESSIONAL
SUPERVISORS
FEDERATION

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DES SUPERVISEURS
PROFESSIONNELS

2014 Grand Survey on Supervision in France in partnership with:



<http://www.professional-supervisors.org>

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In March 2014, PSF launched a grand survey on supervision in France

- Survey launched in France in March 2014, closed end April 2014
- In partnership with MCC France and SF Coach, the French coaching society
- Circulated via the official channels of partner associations, plus one on social networks
- 269 respondents, mainly coaches, supervisors, some people in HR and specifiers.

- Further to 5 initiatives
 - CIPD in 2006 (in the UK)
 - NLG in 2010 (global)
 - COMENSA in 2011 (South Africa)
 - University of Sydney in 2012 (Australia)
 - SCP Italy in 2012 (Italy)

Summary (1/2)

- The world of supervision is in the process of getting organised and is far from reaching maturity
- As in other countries where surveys have been conducted, the level of requirement expressed in terms of professionalism is high, and paradoxically does not reflect reality. A lot more is said than accomplished.
- Supervision is deemed necessary, yet actually rarely occurs, and is not considered to be a priority by coaches, whether for themselves or those they coach.
- Ethics are conspicuous by their absence in the results of this survey
- Protection for the end client, the person being coached, is never mentioned
- Supervision is mainly seen as a means to share and step back, consequently becoming interchangeable with the “peer group”.
- The profession is misunderstood, and two hypotheses may be put forward: the hypothesis of a confusion of genres between mentoring and supervision, and/or between supervision and “coaching the coach”.

Summary (2/2)

- The results are broadly equivalent to those of international surveys, apart from the fact that we had twice as many respondents, meaning that the PSF survey is statistically valid.
- Very few supervisors have been trained to supervise, and few even want to train.
- Coaches expect their supervisors to be well-trained and to be supervised in turn, yet do not factor these parameters into their selection criteria when choosing their supervisor.
- Even those who specify and order coaching services seldom factor supervision in, while still wanting these services to be professional and ethical.
- Once again, practice has yet to catch up with theory.
- Expectations are high in terms of fostering professionalism. The respondents also want to learn more about supervision.

PSF – Professional Supervisors Federation

- We believe that **supervision is a necessity** for coaches, consultants, and any other professionals involved in support for persons, teams and organisations, to be able to grow and foster their attitude. We define supervision as a natural, essential prolongation of any training and practice. It safeguards client security and ensures the quality of the professional services offered.
- The Professional Supervisors Federation is a response stemming from a spirit of creative momentum that's fully focussed on **sharing and meeting** all those in the profession who, like us, choose to expose their practice and desire to make progress.
It is thus a **demanding, open arena**.
- Our commitment is thus fully focussed on client satisfaction.
Our aim is to ensure a high level of **professionalism**, as the obvious consequence of a formal organisation in which our practice and ethical issues are constantly called into question.