

Title: Relational mapping: a structured approach to reflective supervision for enhanced team skills and culture.

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Introduction: Relational mapping is a tool to understand and validate the differing perspectives of team members, while looking beyond to find a common ground and synthesise a whole team perspective. It is based on Cognitive Analytic therapy, an evidence-based approach to support the team to pay attention to others and themselves, to notice relational patterns as they occur in the work and to use this awareness to enhance understanding of specific practice challenges.

Method: Relational mapping sessions were conducted fortnightly at adult and youth sub-acute services and measures of relational awareness and team dynamics were collected. Focus groups with practitioners examined practitioner experiences.

Results: Relational awareness and team cohesion within the team increased after 6 months of sessions. Practitioners reported they were more able to pick up on patterns of interaction throughout the team and with clients. They also felt they had more insights supported the noticing, naming and negotiation of relational patterns of interaction, thinking about how they did things and why, rather than automatically doing things. The sessions were an opportunity for the team to stop, think and come together to reflect on their practice.

Conclusion: The effectiveness of reflective practice can be enhanced through using structured approaches such as relational mapping, increasing team cohesiveness, team culture, practice confidence and reduced work stress.