



## USING VISION BOARDS IN SUPERVISION

Coaching supervisor [Liz Ford](#) and coach [Kay Matthews](#) explore their creative use of vision boards during a supervision session in the style of 'over the fence', giving us access to the thinking of both.

### SUPERVISOR'S PERSPECTIVE

**Liz:** I've been working with Kay for three years, and during this time we have used many creative techniques in our work together. These have included experimenting with creative ways of reflecting, using picture cards to explore feelings and discovering inspiring spaces to coach and supervise. Much of our work is done over video call platforms like Skype or Zoom, although we also meet face-to-face every few sessions.

One of the areas Kay has been working on over the last few months is her application for accreditation with the Association for Coaching. Although she has been enthusiastic about it during our supervision time, we have noticed a pattern of avoidance and procrastination between sessions. When we delved deeper into this we discovered that Kay was seeing the application as a chore and as something separate to her and her work; an inconvenience playing on her mind.

I remembered how motivational Kay had found vision boards in the past, using them for her supervision and personal goals each year, and asked if she thought it might be helpful to

create a vision board for her accreditation submission. Kay was encouraged by this and, as we started exploring the positives of what accreditation might bring her and her work, she started drawing. Once she had some ideas, Kay went away to further develop this sketch.

Below, Kay explains how the making of her accreditation drawing shifted her thinking about accreditation and freed her motivation.

### SUPERVISEE'S PERSPECTIVE

**Kay:** Liz introduced me to the method of using vision boards when we first began working together, and I've since developed a vision board each year. I enjoy creating them and reflecting back on my progress and achievements.

One of my goals this year is to work towards accreditation with the Association for Coaching. Liz and I had discussed this on several occasions, and although after each session I felt more motivated, I had only taken small steps – around 10-15% of my



application. Obtaining accreditation does take time, as there are high standards to be achieved; however, I was beginning to feel frustrated with the slow progress I was making.

One barrier for me was the size of the task and I had begun to feel daunted by it. Another was that I'd chosen to do this, and I wasn't letting anyone else down if I didn't complete it. This meant that things that did involve others always took priority over my accreditation preparation. I also realised that I had become apprehensive about who would be assessing my work. When Liz explained that I'd receive feedback from a professional experienced coach who had gone through this process themselves, I was able to visualise a 'real person' at the end of the assessment – someone who could give me feedback and provide an opportunity to improve my skills.

Liz reflected back that, as I'd had success with vision boards previously, it might be useful to create one for my accreditation journey. It was a light bulb moment! I knew immediately that this was right for me and I made a sketch of my accreditation vision straight after our supervision call.

As I got into the flow of the drawing, I realised that the most imposing part of the sketch was the sunflower, which represents my solution-focused coaching. I realised how much I love this style of coaching, and how supportive it is for me and my clients. The emphasis then shifted to: how can I learn more about

solution-focused coaching and keep on growing? I changed the title from 'AC Accreditation' to 'Personal Growth Vision'. The emphasis had changed from something I was doing because I felt I 'should' do it to something that I was doing for me and my family, friends and clients.

I'm now 60% of the way through the accreditation process, with time booked in the diary to finalise the other 40%, and I'm looking forward to taking this time and enjoying the learning that takes place. I've even added a sunflower icon next to the dates I've set aside in my diary!

### ABOUT THE AC GROUP SUPERVISION CALLS

The Association for Coaching provides a group supervision experience on the third Thursday of every month. The calls are held via video link or low-cost teleconference line and are facilitated by experienced AC coaches, who donate their time to support fellow AC members. The calls last up to one hour with a maximum of five participants. AC Group Supervision calls are designed to offer members a taste of what supervision is like and what can be gained from participating in it. The calls are available for AC members regardless of location across the world. For more information:

[www.associationforcoaching.com/page/EventsGroupSupervi](http://www.associationforcoaching.com/page/EventsGroupSupervi)