

An emergency room or a good habit? How Italian coaches are using supervision. Keynote given on 19 October at the 12<sup>th</sup> International Congress of Coaching Psychology, 2022, Col-legi Oficial de Psicologia de Catalunya, Barcelona, Spain.

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### **Abstract**

**Background:** In Italy, supervision in coaching is experiencing a phase of new fervour and initiatives. Four coaching professional bodies with a significant presence in the Italian coaching arena - EMCC (European Mentoring and Coaching Council), ICF Italia (International Coach Federation), AICP (Associazione Italiana Coach Professionisti), SCP Italy (Society for Coaching Psychology Italy) - have set up an inter-association table aimed at promoting the culture of supervision in coaching and writing the first Italian inter-association Manifesto of supervision in coaching. The four associations share that supervision plays a pivotal role in assuring the quality of coaching services, in developing and sustain the coaches and the coaching psychologists in their CPD.

**Aims:** The keynote session aims to offer the state of the art of coaching supervision in Italy and to present the results of the "Inter-association Survey on Coaching Supervision" launched in January 2022 (EMCC, ICF Italy, AICP, SCP Italy, 2022).

**Methods:** The online questionnaire based survey is aimed at understanding the use of supervision by coaches and coaching psychologists in the last two years of COVID pandemic, deepening the following aspects: the value perceived by the coaches and the coaching psychologists, the expected benefits, the reasons why they might use supervision, main obstacles to use supervision, the supervisor selection criteria.

**Results:** Among the results of previous surveys (SCP Italy, 2012; 2014) it emerged that the main function of supervision stills tends to be reparative, post hoc (to face difficulties, personal blind spots & blocks) instead of developmental, ante hoc. We will see together the results of this the current Supervisee and Supervisor Identikit and if and how this aspect is evolving.

### **Limitations and suggestions for the future research**

Since supervision is a complex object of study and "a young practice-based discipline" (Bachkirova et al., 2020), it would be helpful to integrate quantitative and qualitative methods. This study is based on a cross-sectional sample; a longitudinal study would allow investigating changes overtime related to supervision in coaching. This study is based on an Italian sample; a cross-cultural study could bring out the cultural differences related to supervision and its aspects. The survey seems not to have effectively analysed the obstacles to using supervision.

*Conclusions:* The results of the study show that the value perceived of supervision in coaching increased. The use of supervision increased too. Regarding the expected benefits of supervision in coaching, there are some constants and changes in the ranking of the “top five benefits” compared to data in 2014. The expected benefits show a statistically significant difference between novice, intermediate and experienced coaches. Overall, there are some constants and changes in the ranking of the “top five benefits” compared to data in 2014. The expected benefits show a statistically significant difference between novice, intermediate and experienced coaches.

*Keywords:* coaching, coaching psychology, supervision, coaching supervision.