Communication That Connects: Supervision Strategies for New Staff Development

Self-Reflection and Assessment Tool

Start, Stop, Continue[1]

The Start, Stop, Continue model is a simple yet powerful reflection framework that helps supervisors evaluate their practices in supporting new OST staff members. By taking time to answer the questions in each of these three areas, you can create continuous improvement cycles that enhance your ability to provide effective feedback, build confidence, and foster professional growth using the IDEA model.

Start

- What should I start doing to better assess new staff members' understanding during our IDEA conversations?
- What specific steps will you start taking to ensure your feedback is developmental rather than evaluative?
- What encouragement strategies will you begin using to build new staff confidence while maintaining high standards?
- What should I start doing to help new staff feel more comfortable asking questions and expressing concerns?
- What practices will you implement to better understand each new staff member's individual strengths and learning style?

Stop

- What should I stop doing that might make new staff feel judged rather than supported?
- What assumptions about new staff capabilities are preventing you from providing appropriate support and challenge?

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[1]The Start, Stop, Continue reflection was created by Phil Daniels, psychology professor, Brigham Young University.
Peters, B. (2025, January 10). *Three Tools for Self-Reflection — The Leadership Coaching Lab*. The Leadership Coaching Lab. https://www.theleadershipcoachinglab.com/blog/tools-for-reflection

- What should I stop doing that rushes new staff through the learning process without adequate practice time?
- What reactive approaches to problems are you using instead of proactive support and prevention?

Continue

- What approaches to feedback and coaching are working well and should be strengthened?
- What am I already doing that makes new staff feel safe to share their concerns and ask for help?
- What strategies are you using effectively to help new staff reflect on their practice and set meaningful goals?

Reflection for Deeper Practice

- **After each conversation, consider:**
  - How did I use the feedback to support this staff member's growth?
  - What did I learn about this person's learning style and support needs?
  - How can I adjust my approach to better meet their developmental needs?
- **At the end of each month, reflect on:**
  - What patterns am I noticing in how new staff respond to different types of support?
  - How is my use of the feedback evolving and improving?
- **For ongoing professional development:**
  - How am I modeling the reflective practice I want to see in my staff?
  - What support do I need to become more effective in my supervisory role?

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