

## ABSTRACT

The work focuses on the question whether it is appropriate to the environment work with firefighters to implement supervision and, if so, how. For this purpose, the work compared the ideal of firefighters, what firefighters have themselves, and the ideal of supervisee what have supervisors, and examined their mutual compatibility. The research design was based on a qualitative approach. The data obtained from interviews with firefighters, supervisors, and from the focus group with firefighters were analyzed using analysis of qualitative data (open coding, thematic analysis). First, research has shown that the ideal of firefighters dominates gratitude for their work and willingness to help others. There is experience in supervision and open sharing stories about clients in the first place of the ideal of supervisee. Next, in both cultural ideals in addition include a common interest in people, understanding for others, tolerance, responsiveness to the needs of clients and people affected by a critical incident, empathy, empathic listening, interest in discussion and accessibility to the opinions of others. In both studied cultural environments courage is also appreciated. The supervisee must have the personal bravery "have skin in the game", which is a prerequisite for openness and sharing in the group. For firefighters, courage is at the forefront of interventions in the extreme environment and in the conditions into which they enter their own lives. Finally, based on the findings were designed key points of the strategy, using the dominant characteristics of firefighter's ideal for evoke interest in supervision and facilitate the introduction of supervision in the environment's fire rescue service.

**Key words:** firefighter, fire rescue service, ideal of firefighter, supervisee, supervisor, ideal of supervisee, introduction of supervision, team supervision for firefighters.