

Abstract

Reflection of difficulties in supervisory relationship

This study examines the manner how supervisors and supervisees reflect relationship difficulties in context of a supervisory work. The aim was to examine what is described as relationship difficulties, how they evaluate them and what meaning they assign to it. In connection with difficulties in relationship in this study I'm concerned also with the question, what is the perception of the supervisory relationship from the view of supervisors and supervisees and what characteristic of this relationship they consider to be important and what they expect from it.

The topic is established on Bowlby's attachment theory. It is based on two concepts of the theory – a function of a safe haven and a function of a secure base. These functions are related to a creation of relationship and to relationship difficulties. This study focuses also on the issue if there's a connecting link between the way of reflection of relationship difficulties and the supervisory relationship by supervisors and supervisees and mentioned concepts of attachment theory.

There's used a qualitative research method, data were obtained by semi-structured interviews with supervisors and supervisees.

The results show three main fields in which supervisors and supervisees reflect relationship difficulties: unfavourable circumstances in the organization, inconveniences linked to perception of supervisor and unethical behaviour of the supervisor. The results also bring forward two main characteristics of supervisory relationship – a professional character of this relationship and the necessity of a mutual respect. There were found out analogies between how respondents reflect the relationship and relationship difficulties and how they consider the attachment theory; discrepancies were also described.

Keywords: supervision, qualitative research, supervisory relationship, relationship difficulties, attachment theory