

INTERVISION

Developing expertise



Intervision is an organised conversation between people working in the same field.





In a group context (around 5 - 8 people), a specific problem or specific question that someone is experiencing, is examined. An example of a personal question that can be dealt with: "I often have the problem that I am not heard during a meeting. What could be the reason?" The group then examines this question.

Intervision creates an atmosphere of collegiality because every participant comes to "give and take". It ensures that you look at your own issues from other people's perspective and so, create new and different insights.

Important themes in intervision are:

- **Self development** (insight into own actions and thinking patterns)
- Taking **Responsibility**
- Learning to ask **enlightening open questions** and enter into dialogue
- Giving and/or receiving **Feedback**
- **Get to know each other better**

Through intervision, the participant becomes aware of three essential facts:

-   • **REFLECTION** on one's own strengths and weaknesses
-  • More **CREATIVITY** in problem solving
-  • Extending the **CONDUCT REPERTORIE** with advice from colleagues