

Episode 8 - Sara Mathews

SPEAKERS

Dr Mish, Sara Mathews

I'm Dr. Mish, and you're listening to the craft of supervision. Onto the next episode. Let's go!

Hello, welcome back! I am absolutely thrilled to share this episode with you. Myself and the wonderful Sara Mathews had some time together looking at 'take on supervision' and I have to be honest, I completely forgot that I was recording, and just enjoyed the conversation so much. And no doubt that enjoyment will come across in the recording and I hope that you enjoy it as much as I did. So just a little bit about... Sara's come from a creative background really, and she's done a lot about children's play development, and she works in universities. And she's really focusing her work now on bereavement, grief and loss. And she teaches about supervision, she also does some organisation consultancy, also manages her therapeutic counselling work as well. I just found her to be such a warm person, and it was, like I say, it's such a joy really to have the space. So, thanks once again, to Sara, for giving me her time so generously. Really, really appreciated it.

And if you want to be a guest on the podcast, just give me a shout, you know where to find me or my contact details on the show notes. And I'll also make sure that all of Sara's contact details are there too. So, you can connect with her if you wish to. Before you start listening to the episode, I just wanted to put shout out about the Supervisor Circle, which is a free bimonthly meetup for supervisors, just to get a bit of connection, bit of support and to just share the space with other supervisors, just to discuss in general some practice issues that may be of interest. So, like I say, it's free to join. So come along, it's an hour, I've scheduled these at various times. So, go and check these out on the website. And I hope to see you there. So, hope you can make it! But for now, that's it. Let's get on with the episode. Enjoy!

Okay, so hello! Sara! I'm so glad that we've connected and able to meet up. That was one of the things, to get our diaries together and see how we could meet up and share the space. But I'm delighted that you're here.

Thank you. I'm delighted to be here. Thank you for the invitation!

Oh, you're welcome.

It feels like a real treat to be able to talk about something that we both care so much about.

Yeah, and that's the key really, for my vision of it is to... really highlight what we do as supervisors, kind of demystify it a bit, challenge it...

Of course.

... as we do with all of our practice, but just kind of raise our profile a bit and go, you know what, being a supervisor is, is a joy and a challenge. And let's explore the world of supervision a bit more, because sometimes feel it's a little bit hidden or slightly mysterious, so.

Yes.

So tell me about your experience of supervision, and what you feel is important to you as a supervisor or an issue that you feel resonates with you.

I suppose my overarching thing is about, I would start with my own experience of supervision when I was a new counsellor, and I had quite a mixed bag of supervisors, none of whom I will name, and most of whom were absolutely fabulous, and some of whom were deeply terrifying. I didn't know what to make of it, and I had absolutely no idea, and it was sort of, not exactly pre... well, social media wasn't the thing that it is now. So, I didn't feel anything like is connected to a community of other counsellors out there in the world as I do now. And I can remember thinking, 'Oh, well, it must just be how it is and they're just really strict and, and quite mean'. You know, and I used to come home from supervision and do my housework that I found myself one month hoovering and crying. And I thought, 'Hold on a minute. That's not right.'

Yeah.

'That's not right. That's not how it should be.'

What an experience. Awful.

Yes. And it had chipped away at me. And so, I think, I moved on from that supervisor, certainly. And then had much more positive experiences. But interestingly, when I trained as a supervisor, all of those really tricky memories came back, because it really made me think, 'Oh my lord, I never ever want to do that to someone else.'

Yeah.

And then I started thinking, 'So was that all about? What's going on there?'

And what, what do you think was going on there?

I don't know. I mean, I can't speak for the other person. My take on it, I've extrapolated from it, if you like, in terms of my own supervisory practice, is that if you are expecting your supervisees to be doing their CPD, to be self-aware, to be doing all of that stuff you, by golly you need to be doing that too.

Yes, that's it!

Really need, yeah, reciprocity is key.

Absolutely.

And I think also, I started to realise, because I don't know about you, but when I was in education and training for a lot of years before I kind of like stopped doing that, and then trained as a counsellor, and then subsequently as a supervisor. And it's quite deskilling, in as much as I wanted to be humble, I thought, 'Okay, I know nothing at all about counselling, and I'm starting at the bottom and ...'. But actually, as I've gone on, I realised that I have a lot of transferable skills that cross which I hadn't really sort of clocked. And I think I started clocking them when again, when I trained as a supervisor, because I've done lots of stuff in higher and further education, and lots of stuff as a private trainer. And then, absolutely I was feeling more confident to think yeah, you know, what, you really have to be deep into yourself, I think, to think, 'Do I genuinely want to facilitate the learning of another? Or do I want to use this as an opportunity to show somebody else how much I know? Or how I would do it differently? And maybe just a little bit better than you?'

Yeah, the power.

The power. Absolutely. And you cannot divorce the power dynamic, despite the fact that I think that people sort of say that they try not, I would say the same I would say, but the power dynamic is there. And I think we're kind of forced to ignore it. So, my passion is around, I love being a supervisor. And I think it is absolutely my responsibility to be polished up, and clear, and all right, and healthy and in as good a space as I can be not withstanding life.

Sure.

So that I can offer somebody something which is as uncontaminated as possible by anything that might be mine that would be unhelpful.

I love that word, 'uncontaminated', it's really powerful! Shows how conscious you are of making an intentional decision to go after yourself and do the work you need to do, and the kind of seriousness of being in a supervisory position.

Yeah. I think, I think you're right, it is a serious thing. And I think that it's the idea of intentionality, the thing that I would build on in terms of perhaps the next point to make, the thing that I look out for all the time is, I know that my intentions are good, but then I have to look at the impact, and intentionality and impact are sometimes two different things.

Yeah.

Every argument I've ever had with my husband, and I've been with him for God knows how many years, he would always say, 'But babe, I didn't mean to upset you'. Actually, it's true. He never does. But sometimes he does. So, intention and impact is a thing, isn't it? And so I try to be really aware of that. So, I think, yeah, I go into my supervisory work with good intentions, but also trying to be quite observational about the impact that I am having, because of that power dynamic, because of the

vulnerability that we all feel, and I feel it, I'm also a therapist, so I know supervision. And I know what I feel like there sometimes, and you know, the all the complexity of it. So, looking at intention, yes, looking at, I think self-care and self-development, personal awareness, all of that stuff, but also then looking at impact as well. So how does that actually land with the person?

Yeah. I wonder how much that actually gets addressed in supervision. I wonder how often supervisors...

Because it's hard, isn't it, to say... you know.

Yeah, because the dynamic is different, isn't it? Because on the one hand, as supervisors, you can ask for that, ask for that feedback, but are you going to get an honest answer? Maybe, very different.

Really interesting that you say that. I've just gone into private practice. I'm into month three.

Oh, congratulations!

Thank you. I'm absolutely... yes, I'm having very good time.

Great.

Anyway, so I've therefore picked up a whole load of new supervisees. And really easily, so each time I've asked a new person, what do you want? People say, 'Oh, no, you know, I want, I want challenge'. And that's fascinating, I think because sometimes I think supervisory relationships can be really holding them, really supportive, but sometimes a bit cosy. So people have said, 'I want challenge' but then what we've done or what I've tried to do is then go, 'Okay, well, what does that mean to you? What would that look like? How would that work? What would you want from me in terms of challenge?'

Yeah.

And so we've tried to drill into it a bit, and it's almost become part of the contract. So it hopefully makes it a bit easier to refer back to it. You know, is there enough challenge in that, you know, I could push it a bit more, I could say, 'Would you want to say more?' I don't know, just something about... so that that is collaborative between the two of you?

Yes, absolutely. I think that's really crucial, actually, to developing a good supervisory relationship, a good enough supervisory relationship, where you are having those conversations. Because I'm just, as an observer of supervision, I'm like, I'm not sure that always goes on.

Yeah, I agree.

Yeah, it's great to hear that you've tackled that head on really and invited that early on in the process it sounds like.

Yeah, so hopefully then it sets a precedent, and it becomes normal for us to talk about our own process. And I suppose if, I mean, I like the seven-iron model. So I really like the idea of looking all around and thinking about all those different aspects of relation. And I particularly like the seven-iron model because there's a social context to all of our work. You know what's going on in your world, we share what's going on out there in the world you live in, and the world your client lives in, and all of that. So, I feel like all of that is a really important part of what you need to bring in. And it is kind of just keeping an eye on, are we getting the balance right across all those different kinds of prisms through which you can look at the work, I think.

Yeah, so the lenses that you're looking at the work?

Yeah.

I really liked the idea of cosy supervision, perhaps not looking through a lens of social justice, perhaps or, not looking at a lens of, 'How do I meet your need in challenge?' for example, and yeah.

So if you don't tell me...

Yeah, well, that's a really important part. And that's a bit of supervision that I'm absolutely fascinated with actually, about non-disclosure about how, supervisees don't disclose, and how supervisors facilitate non-disclosure as well, what they do to kind of collude, you know, that might be a chat for a whole other time. But I am fascinated with that area. And one of the things that you've touched on is, how much ongoing work the supervisor needs to do, there isn't, it seems to me, I get a sense from you of not being complacent in your supervisory role. Because you've said, the supervisees need to do their professional development, you know, crikey, we're always reading something, or attending something, or developing our knowledge as a therapist. So you've really touched on an area that I think personally is a really important part of supervisory development.

I agree, and I think digging into my own shadow side, what I think about when I bump up against what I think of as resistance in a supervisee, and what that might be about on what it is to be seeing. So I try to get down and dirty, if you like and have a look at some of that stuff is almost out of frame.

Oh, okay. Can you explain a bit more about what that might look like? Or feel like or...?

Yeah, for sure. So, what might it look like or feel like. I might notice... I'll think of a real example and then I'll depersonalise it because it's easier to talk about Yes. Okay. So I might notice that I might be doing, because I think there's, I always think of the layers of awareness that you have, when you're in any kind of therapeutic context, whether you're with a client or whether you're with a supervisee, that's what's going on in the room! That's what's going on for them, if you're a supervisor, you're envisioning the client as well, and trying to bring them into the conversation, so is the supervisee, then there's a kind of sense of, as you said, the social context. And so it's layers of an onion, isn't it? And I tried to notice my sort of murky old layer, which might be, so, 'What do I really think about? What's going on here?' And my ex-supervisor, a lovely woman called Jenny Biancardi, who holds a very special place in my heart. She always used to say to me, 'Sarah, if I'm bored, then something is being withheld'.

Wow.

I know.

That's really powerful isn't it.

Haha, oh god!

I love that as a challenge though, I bet you had a really good relationship.

Oh god, we do, we do. We did. But the worst of it was that I knew that sometimes I did bore her, and she'd start fidgeting about and it was really evident, I'd sort of talk more in a really anxious way. And after a while, I learned to think, 'Hold on, what am I not saying then? What am I not saying? Well, what is not being said?' Perhaps not by me necessarily, but it might be the client. What is outside of frame if you like? So, it's that it's that kind of stuff that I try really hard to think about for myself, because I think that's tricky. And I remember when I started just as a lecturer, I mean, I was really young when I was lecturing, I didn't know what I was doing, really. But I would get quite irritable with students who I thought weren't kind of like working hard enough. And, you know, all of that stuff. And fair enough. We're all human. But I think if I now think to myself, 'Oh, for goodness sake'. Which I do sometimes.

Yeah, of course, we're only human.

Yes. And it's exactly. It's almost like you're not allowed to say, but then I would think, 'Okay, so that's, I'm perceiving a resistance, and that's a judgement. What is it I haven't understood? What's the power dynamic here? Where is the resistance?' It might be my resistance. It's not always the clients with the supervisees resistance, or it might be the clients who said, you know, where is it?

So, where is it located?

Yes. Can we actually bring it into frame, and can we talk about it? And that's tough stuff, I think, not only can be really helpful and take supervision on to a level of depth, but I think it also shows the supervisee that you're prepared to really kind of reveal, and get vulnerable and say, 'Yeah, I don't know, I don't know what's going on here. It might be that I'm wondering if it's this, and I'm noticing this in me. And I'm just wondering if you're noticing anything'. And suddenly there is a kind of, an opening and a possibility to talk about things that weren't quite so easy to talk about before. And I think that carries through into then what happens with the client.

Definitely.

And, you know, I think of those sparkling moments that I've had as a therapist with clients where I've taken my courage in both hands. And thought, okay, I'm gonna say something. And I've said, whatever it might be. And often that's been something that's broken things through, or a client has done that with me, and I think that needs to be mirrored in supervisory relationships, that kind of courage.

Yeah, yeah, idea of being courageous in supervision is, like you say, it's really important in order to work at depth, to cut across some of the, almost the narrative? And just like, say, 'Work with what's outside of that, what my, what's not being shared, what am I missing? Or what am I colluding with, in a way or, what am I glossing over as a supervisor? Why am I not picking up the some of the detail and digging down a little bit about a dynamic?' Or what's happening for myself as a supervisor in that exchange with the supervisee, when we're looking at a client or a theme, and I think it's a real gift that we give as supervisors to our supervisees, to invite them to work at that depth. I suppose I'm going, does that always happen? In the room? I don't know.

And I think the answer to that is, is no, I'm not sure. Well, perhaps, perhaps it is. It's not possible for me, it's not possible for me to work at depth all the time. I enjoy, I think in therapy work and in supervisory work, I enjoy riding the waves, of up and down. And it can be funny, and it can be extremely moving. And all things in between. And I think that that is again, a kind of parallel of what might be happening with the client. And people need to move in and out, and foreground and background things in ways that make the possibility of those moments of depth. I remember Val Wosket, she wrote relational depth, you've read it?

Yep, years ago.

And I was like, 'Oh, my God, this is such a fantastic book'. And she talks a lot about you know, you'll get the moments, you'll get moments, you won't get it all the time, because that is not how this works. Yeah, yeah.

And I think there is a natural ebb and flow isn't there, there is that ebb and flow or, like you say, the wave, the wave of supervision, that some moments, you're right there, you getting stuck in.

Yes. And then really using yourself as a therapeutic tool. And other times it's process is more of the thing, or context is the thing? Oh, you know, whatever it is, but just allowing that to be, I suppose I think of it often as a kind of, my first degree was in creative arts in drama, and I think about what is on the stage, what are we bringing on? What are people seeing? And what's it like to be honest? And then what's offstage? What's offset? What don't you see and what might be coming in next? So it's always a very dynamic experience, I hope, which might have light and shade and might have depth, then fly up and then, 'Okay, you alright? Yeah. Okay. Yeah. Think I'm alright'. Kind of thing. Because it's about creating that real relationship, isn't it? And it's how I want my relationships to be I want them to have, you know, lots of flavours, I guess.

Yeah, absolutely. When you talk about that kind of theatre in it. What's coming in next? And do you use that language in supervision? Is that sort of what you do?

Yes, I do a bit. I mean, I think I'm quite a creative person anyway, I'm happy with the glue gun in my hand. Let's put it that way. So, you know, yeah, I think I do. I was thinking about that and thinking, because I think often that's about one of the biggest challenges in supervision that I think we all have to deal with is how do we bring our client? So there is this other person who is absolutely, if you want to

use the language, 'centerstage', should be the focus, always should be there, even if the supervisee is bringing things of their own. The client is never absent in that dynamic, because you know, the relationship with the two people there will be one impacted by the other, all of that. So I think, how do you bring your client is really kind of interesting thing. And I think I'm quite good at bringing clients to my own supervision, because I'm quite a good mimic. So I almost become them. And I will say things and realise that I'm saying things almost in a way and a voice. And often over the years supervisors that I've had really pick up on that and I still, God, it's like, the persons in the room and I can really envision them, and I can imagine what they're like a bit, because I think I have...

That's a real skill!

Yeah. And I mean, that's just something that I kind of just as a person, so I have thought about that a lot and thought how can I encourage that in supervisees. And just all sort of fairly standard things that you might do to just encourage a supervisee to think, so, okay, if your client was a weather condition what kind of weather condition are they? Are they... or what colour are they? You know, what do you think about and how do you feel before you meet with them? What does it feel like in your body when you're with them? What do you feel afterwards?

Yeah.

What's another one that I use? Yes. What would you give, if you were that fairy godmother? Round sleeping beauty's cradle or giving gifts. What would your gift to your client be?

Oh, that's a lovely question. I'm definitely stealing that one.

It's such a goodie. Because quite often it cuts through stuff. So a supervisee might say, or it will reveal something that a supervisee is struggling with. So a supervisee might say, 'Oh, I'd tell her to, you know, get some confidence. You don't realise how you're all... you know'. So it can be quite revealing if you think, 'What would I really like to gift this client with?'

What a lovely question that is. I really like that. I really like that because...

Because it digs in...

Yeah, a really, a really quick way in, isn't it? A really quick...

Yeah!

I've definitely stealing that, Sara.

I like the, the reference to fairytales because people get it.

Yeah.

It's very accessible isn't it. You think, 'Oh, yeah, you know, I remember that'. You know, what would you like to take away from them?

Oh, yeah.

What do you think they'd do better without? If you... because I think that's often a challenge in therapy, you are in wanting to work, I mean, most therapists, I think, whatever their kind of theoretical modality will say that relational stuff is really important and being respectful. And so elements of person-centered stuff, even if they're not working in that modality. And I think sometimes, whilst I'd absolutely adhere to that, myself, sometimes I think it can give you so few permissions, about thinking that, 'Oh, but it's not alright, for me to think about what I think this client ought to be doing, because we didn't use the word ought'. But actually to discuss that in supervision can be quite liberating, I think. And I really notice it working with, you know, relatively new counsellors, and I remember it myself. I mean, my God, I was so obsessed by my theoretical modality I thought of little else.

Yes! You live and breathe it!

And every time I met another counselor, I'd say, 'What kind of counselor are you?' You know, and it was all that stuff.

Really tribal

Oh, my God. Totally. And yeah, and I, actually school is, it really bores me now. And I think, 'Please, let's not do that' but I understand why I and other people did that. But I'm really interested in what that adherence to a modality, and how you grow within it, the permissions it doesn't give you.

Right.

What doesn't it allow you to do? Yeah. And often it doesn't allow you to think, 'Do you know, I just think this person would do really well. Do X or Y'. Or whatever, and although you might not want to bring that into therapy and present it in that way in supervision, there is a free space in which those kinds of almost (you actually think you've got to whisper), but it's actually okay to talk about that stuff.

And in fact, that's, that's a gift!

It's so liberating!

Yes, bring it to supervision! Bring it to, and wrestle with it. Yeah, wrestle get, get into those murky bits, which you feel where you're imposing ruin.

Yeah, absolutely, thinking, 'Oh, my God, you know, why does this client just give me so much detail on... I'm a counsellor, I really want to talk about process'. You know, and that feeling, which is common, isn't it? I think lots of people do that when they're sort of doing all sorts of things, like, don't really know how they don't know how therapy works, or avoiding something, or we know whatever the reasons are. And it can be so frustrating as a therapist, and not to be able to admit that to your

supervisor and say, 'God, you know, she, 500 words where 10 will do'. What's really going on is she's scared.

Yeah. And but that's the supervisory gaze, isn't it? That's the ability. That's why it's so important to have regular supervision, so that you can have that gaze onto your work. And it cuts through the words perhaps, and, and helps that connection as a supervisee. But I love that ability to be able to do that and observe someone else's work, or certainly what they're presenting about their work.

And then I think, yeah, thank you. And I hope then it allows the supervisee to develop that ability to do it for themselves, not so that you, they no longer need supervision, we all benefit from supervision, and I'm a passionate advocate of it. But I do think the more you can be transparent about process, as a supervisor, the more then the supervisee is empowered to go away and develop their inner supervisor and nurture that part of themselves.

Yeah.

And I don't care too much for, you know, the mystification that you know, knocks about in the profession a bit, doesn't it.

Mhm.

You know, people who just feel things and they won't... how are they, how, though? And actually if you drill into it, there will probably be a whole series of cues that that person is responding to, external to themselves and possibly internally as well. Which is what it is that's producing that feeling. And it might be that they can't articulate that. Okay, fair enough. But sometimes that deliberate mystification, because then it just puts me, 'I'm just a little bit more insightful than you'.

Yeah.

And there's the game, and I don't care for the game. I'm much more interested in saying, 'Oh, do you know what? Yeah, you said that. And I said that. And actually, while you were talking, I was thinking, and one of the reasons I think I was thinking that is because I thought...'

Yeah, yeah, demystify it, for goodness sake, and especially in supervision, as well, do, bringing that into supervision.

Yes.

If you were kind of offering advice, if it were, about how, how people can kind of hone and develop their supervisory practice, either in, in the ways you've talked about or just make sure they're still attending, what would you say people ought to kind of try and develop? Or look for? Or might be missing? Or?

Yeah, okay, a starting point might be... well, those questions actually, that I mentioned that you might ask a supervisee, when you look in your diary and see that you've got particular supervisee. What do

you think beforehand? What does it feel when you're with them? And how do you feel afterwards? I think those three questions are really helpful as a starting point for digging into what's going on for you.

Yep.

And from there, I think you might be able to formulate some sense of how you are relating what is being said, and what is, I've used the expression within frame and perhaps what is outside of frame and might be usefully brought in. So, that might be one way to pack a bit of what's going on for you. Because I think part of what my practice is I supervise supervisors, you know, what counselling's like you disappear. I won't use the expression, but you know, so, we do that as well, don't we. So, I would often ask a supervisee that about her own supervisor within the practise.

Oh, okay.

So that, I think, be attentive. And that might sound like ABC, back to basics. But actually, I think attentiveness is really the most useful thing, try and notice as much as you possibly can about all of it, and be curious. And notice your own judgments on what they are, and where they come from. And be diligent about drilling into those, don't think, 'Oh it doesn't matter'. It does matter. It really does matter, because you put your own... talk about the seven-eyed model, those are the lenses, but you can put your own transference lens over all sorts of things. And as we all know, that can be absolutely hidden from our awareness. So I think you always have to assume that something's going to be there. Don't assume nothing's there. Always assume there is something.

I love that as a position actually to, in terms of curiosity about your supervisory practice, to, 'What's out of my awareness? What's out of my frame? What aren't I...'

Exactly.

'What am I missing?'

And assume there's something, and it might be benign, it might be fabulously helpful. And actually really, really wonderful to bring it into your awareness. Or it might be a bit less helpful and need some cleaning up and some airing and some exploration.

Yeah.

But I try and assume that there is always stuff.

Would you say that supervision of supervisors is where you can do that work? Is that something that you offer out to supervisors, that you offer that type of work?

Yeah, you know, you take your cue from your supervisee. But without any doubt, I think I am really interested in, the same thing that I'm interested in with clients when I'm in therapy, is when you know, what's the end point? With clients it's different, I guess, because you're thinking about when are they going to end and how they're going to be, but with a supervisee, I think it's quite helpful to think about,

'If I was going to retire tomorrow, what is the thing?' It's a bit like the gift question, isn't it? It's a bit like, 'What would I want to think that person had got out of this work that we have done together?'

Yeah.

There are things for them to take away that become theirs. So, it's a genuine offer, it is something that you are giving, not something that you can only have when you're with me.

Yes, oh, I love that. I love that. And we are at the end of our space today. And you've given so much, I've literally been like, 'That's a takeaway, that's a takeaway'. And if anyone wants to find you, or work with you, or connect with you in some way, and we will, I'll make sure that everything is...

Yeah, thanks.

All the different ways they can do that is on the show notes, because yes, for, personally, I've just thoroughly enjoyed being immersed in it with you and finding out how you...

Yeah, it felt like that, didn't it?

Yeah!

I feel quite moved. It genuinely moves me. I'll be, we are so appalling. You know, blowing our own trumpets. You know, half the time, we don't get bloody paid, you know, we're, we're under value. And the care that goes into, for my, in my experience, you know, most practitioners that I've ever come across work their socks off.

Absolutely.

To make it helpful. And it is moving to think that we're part of that whole mechanism, which brings that to clients.

Yeah. And that part of that community as well. And I'm ever grateful for the therapist community in, to enable these types of conversations actually. And you know, I will always be grateful for that. Because, like I say, it's personally been so useful for me to have this space with you. And yeah, what a joy! Thank you so much for sharing such brilliant insights into the complexities, and the challenges, and the levels of work that you have to do as a supervisor. And I think, unless we're shouting about it, people won't know, I mean a lot of people say, 'What do you go for supervision for? What's that?' and that's some sort of therapy for you. Oh, well, I think we need, you know, this sort of thing will hopefully raise our profile. And let's shout about it a bit more, and shout about the expertise that goes into being a supervisor and own that a little bit! You know, we, like you say, we work really hard at honing our skills. Let's not play it down and just say, 'Oh, we just go to supervision. And it's just a thing I do'. No! Lets shout about it. But I'm so grateful for your time. So, I'll just press pause, and we'll have a chat.

Thank you.

Thank you.

Thank you once again, to the wonderful Sara Mathews for giving me her time so generously. As you can hear from that conversation, we just went in for a deep dive and it was an absolute pleasure to spend that time with her, even if I forgot that I was recording. Hehe! Oh, well, I think it just added to the warmth and enthusiasm for supervision that we clearly both have. So yeah, thanks once again, and all the details of where to find her are in the show notes. And if you want to find me, and get in touch with me or just see what I'm doing, please take a look at the website. I'd love for you to make contact, particularly if you want to be a guest on the podcast or just want to share your thoughts really, I always welcome feedback. But that's it for now. So, go carefully, do look after yourselves and I'll see you next time.