

# Using the Five Elements of Mastery to Develop Ourselves as Supervisors

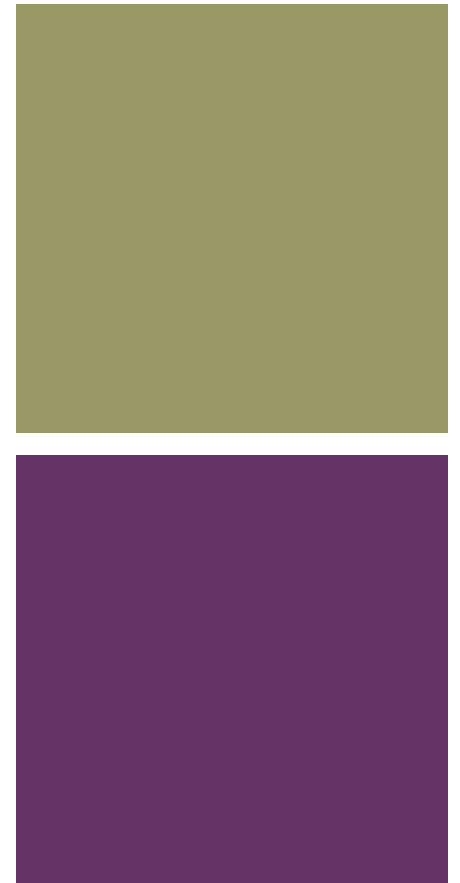
+ **Dr. David Drake**

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ANSE Summer Institute  
Stavanger, Norway  
2011

People reveal themselves in small, unrelated fragments; to understand them we have to step back so that the distance permits us to discern larger patterns and shapes.

Mandy Aftel





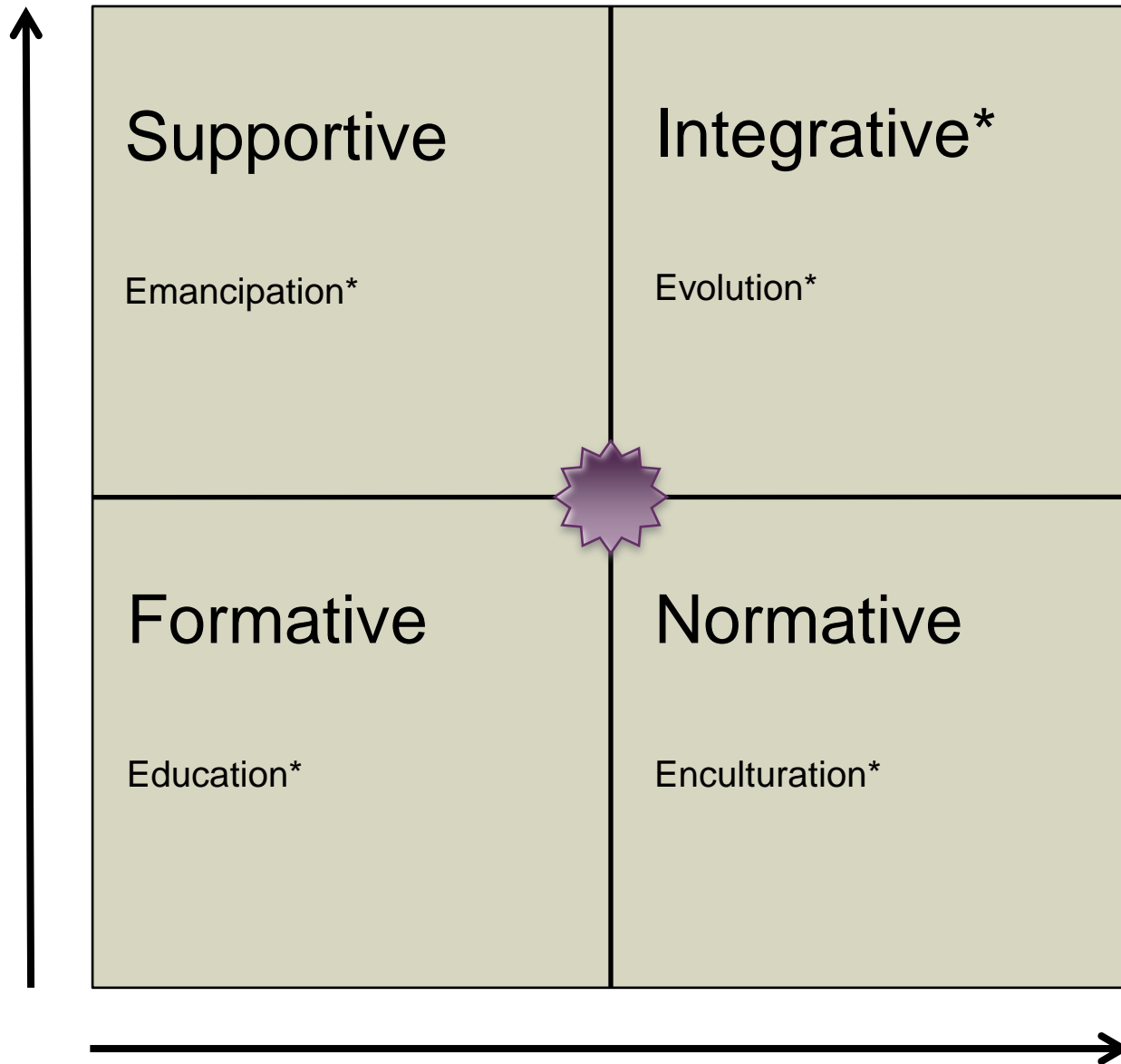
+ Who are the  
best coaches?

# + Five needs I'm seeing now

- Personal and professional resilience
- Real-time development and recalibration
- Meaningful navigation of complexity
- Learning and narrative agility
- Specialised, accessible knowledge

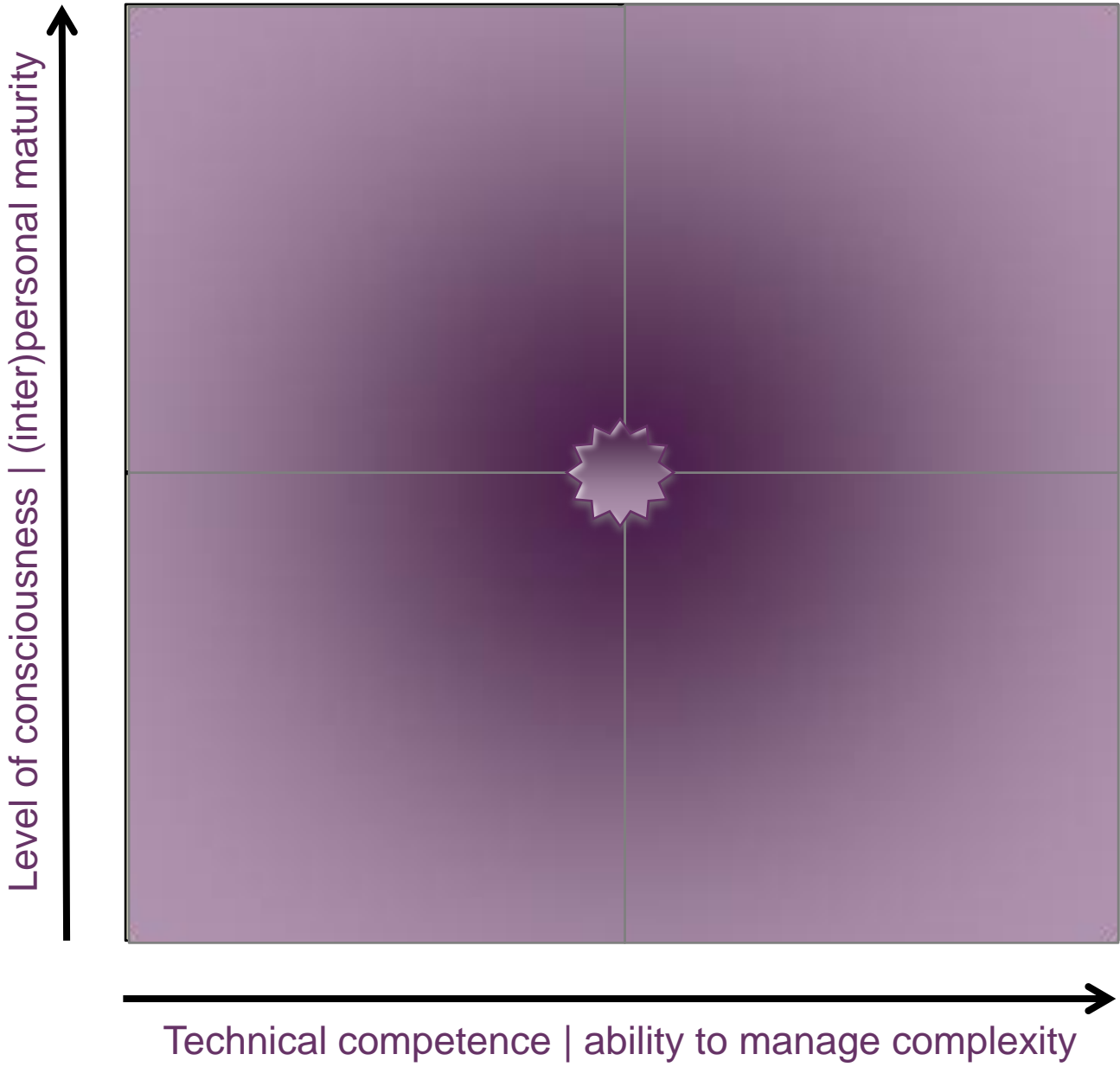


# Functions of supervision

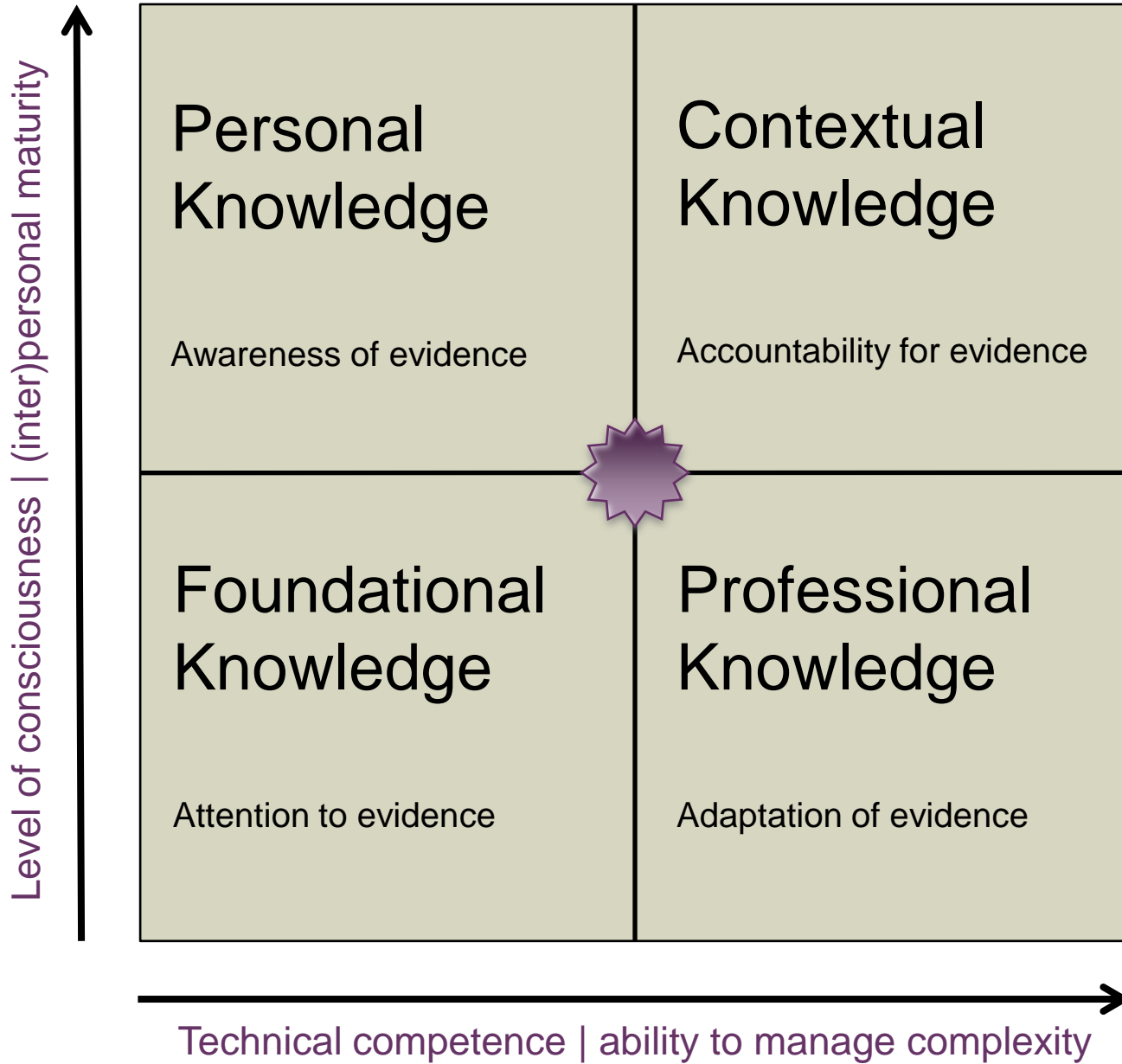


Adapted from Proctor (1986) and Kadushin (1976); \*added by Drake (2011)

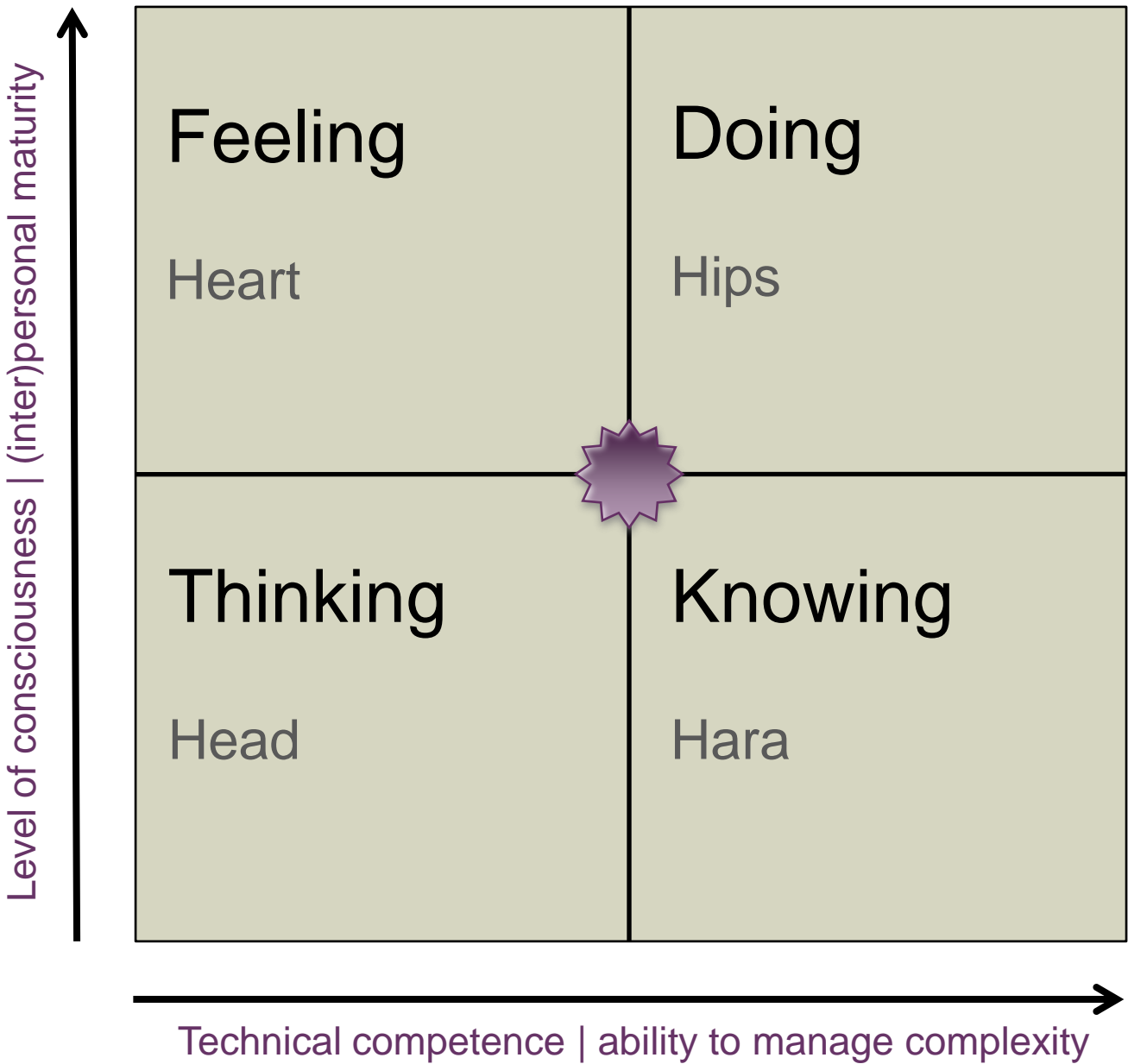
# ■+ The Mastery Window



# The Mastery Window



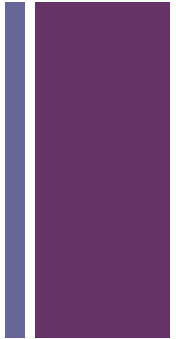
■ +  
Looking through the  
Mastery Window





Work in pairs:

*Why were you here this week?*



- Think | head
- Feel | heart
- Know | hara
- Do | hips

**I was here to . . .**

**What that means to  
me now is . . .**

If you have come to help me  
you are wasting your time.

But if you have come because  
your liberation is bound up with  
mine, then let us work together.

Aboriginal activist group





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**What is your story?**