


# Group Supervision in Virtual Setting & Beyond

*Innovative Approach to Advancing Nutrition Counseling*


PRESENTED BY  
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1

# Conflicts of Interest Disclosures

- No conflicts of interest to disclose




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2

# Objectives

- Define the revised Standards of Practice (SOP) and the Standards of Professional Performance (SOPP) for the unique needs for Focus Areas (Eating Disorder Care)
- Identify risk factors for burnout and ways RD group supervision can support prevention as well as support competencies for SOP & SOPP
- Review how group supervision can improve patient care and foster a supportive & collaborative culture for dietitians



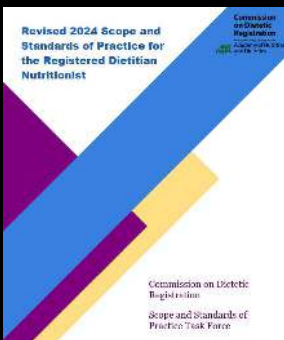

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3

# Scope & Standards of Practice

Education  
Credentialing  
Ethics  
Regulations  
Professional Development


Formerly\* Standards of Practice (SOP)  
& Standards of Professional Performance (SOPP)

4

# 17 Focus Areas

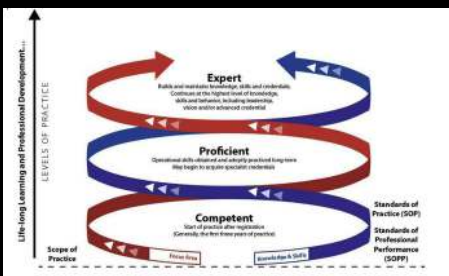
- **Eating Disorders**
- Mental Health & Addiction
- Diabetes Care
- Sports & Human Performance
- Public Health
- Oncology
- Nephrology
- Nutrition Support
- Adult Weight Management
- Post-Acute & Long-Term Care
- Sports & Human Performance
- Public Health & Community
- Intellectual/Development Disabilities
- Pediatric
- Management Food Systems
- Education of Practitioners
- Sustainable Food & Water Systems



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5

# Eating Disorder Focus Area Standards



Life-long Learning and Professional Development...

LEVELS OF PRACTICE

Expert  
Builds and maintains knowledge, skills and credentials; continues at the highest level of knowledge, skills and behaviors, including leadership, ethics and advanced credentialing

Proficient  
Operational differentiation and mastery practiced long-term; may begin to explore specialist niches

Competent  
Start of practice after registration; (Generally, the first three years of practice)

Standards of Practice (SOP)  
Standards of Professional Performance (SOPP)

Scope of Practice

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6

## Individual Supervision

### BENEFITS

- Personalized attention & focus
- Flexibility in scheduling
- Heightened sense of confidentiality, can address transference and countertransference

### BARRIERS

- Cost
- Limited perspective
- Isolation
- Potential for Over-dependence



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7

## Group Supervision

### BENEFITS

- Diverse Perspectives & Feedback
- Cost-effective
- Peer support
- Collaborative culture

### BARRIERS

- Limited personalized focus
- Group dynamics
- Confidentiality concerns



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## What is Burnout?

### • Definition



- Rate of burnout in RDs within range of other health professionals

### • Three Dimensions

- Emotional exhaustion
- Depersonalization
- Loss of personal accomplishment



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9

## Contributing Factors

- Low wages
- Workload
- Time constraints
- Emotional Strain
- Compassion fatigue
- Lack of Support/Mentorship
- Inadequate resources
- Work-Life Imbalance
- Lack of autonomy



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10

## BURNOUT

- Physical signs:
  - Headaches
  - Gastrointestinal problems
  - Anxiety
  - Irritation
  - Hypercritical behavior
  - Muscle pain



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11

11

## Program Background



Lisa Pearl, MS, RD, LDN, CEC, CEDS



Fiona Sutherland, Mindful Dietitian

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12

## Program Objectives

- Enhance Consistency & Quality of Care
- Cultivate a Growth-Oriented Culture
- Community Building & Support
- Reduce Burnout

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13

13

## Program Methods

**Control**  
10 Registered Dietitians



Weekly 1:1 Supervision

**Cohort**  
18 Registered Dietitians  
(3 Cohorts of 6 RDs)



Weekly 1:1 Supervision  
Bi-Weekly virtual sessions  
(~3 month duration)

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14

14

## Program Structure

- Cohort
  - Group formation of 6 RDs
  - Case Review & Discussion
    - Defined Roles (Presenter, Observers)
  - Constructive Feedback & Support
  - Self-Reflection & Self-Care
  - Collaborative Supervisory Relationship

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15

15

## Program Format: Roles

### Roles of Participants

- Presenter** shares a challenging case and seeks specific feedback (reflective or directive).
- Observers** offer perspectives and explore alternative approaches.
- Facilitator** guides discussion, manages time, and models reflective thinking.

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16

16

## Target Audience

	Cohort 1-3 Initial	Cohort 1-3 Final
Competent <3 yrs	0%	0%
Proficient (3+)	56%	71%
Expert (5+)	44%	29%

- Virtual RDs in IOP treatment center setting
- ~95%: RDs with 5+ years
- ~90%: EDRDs with 5+ yrs
- Self reported current level of scope of practice level

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17

17

## Pilot Program Components

**Control**  
10 Registered Dietitians



Weekly 1:1 Supervision

**Cohort**  
18 Registered Dietitians  
(3 Cohorts of 6 RDs)

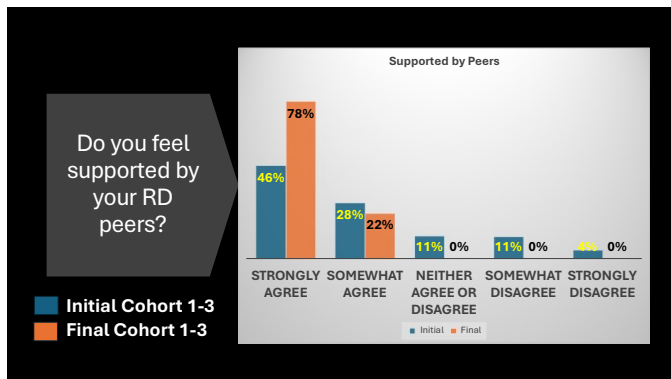


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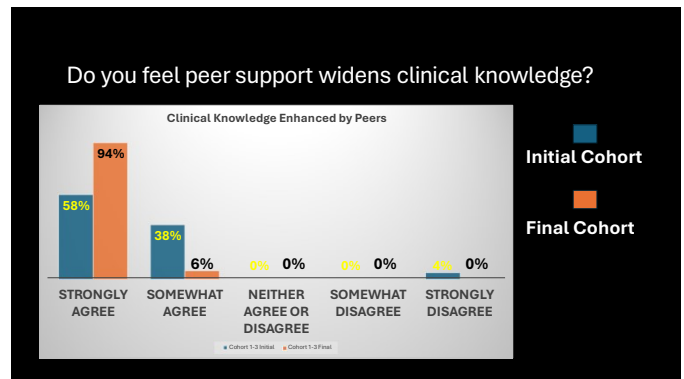
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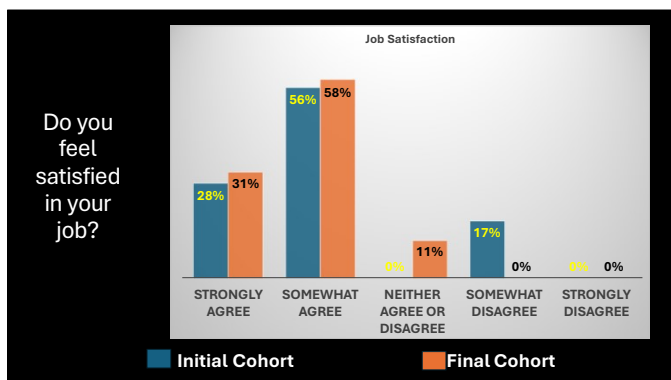
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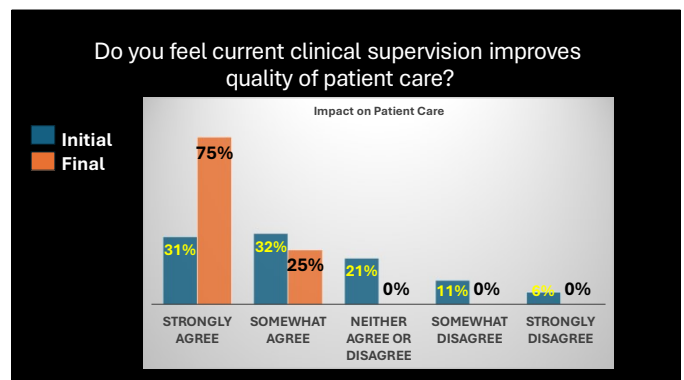
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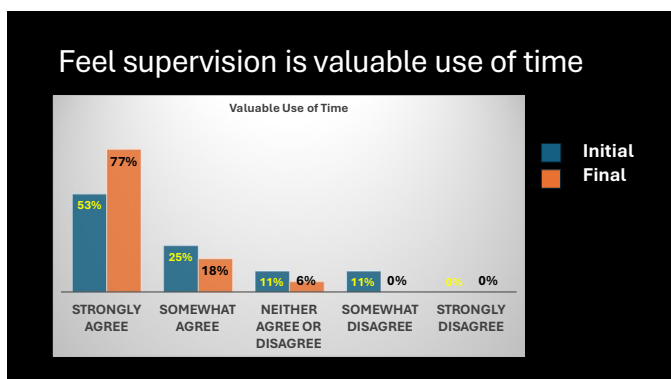
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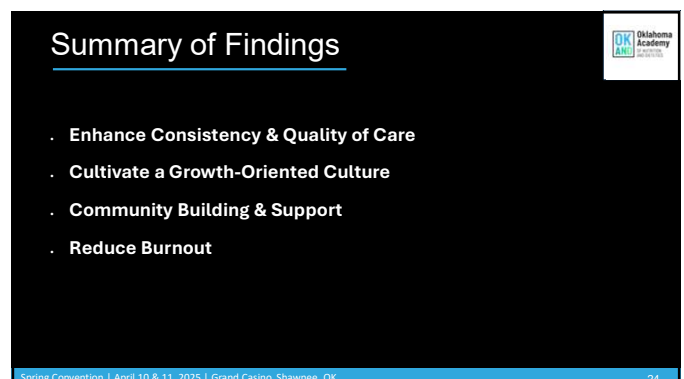
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23



24

## Limitations

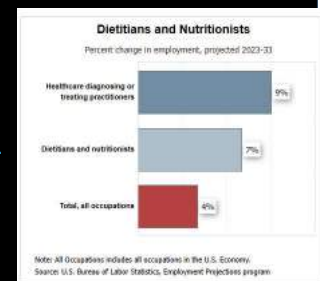
- No representation of RD in the <3 year experience
- Sample size
- Limitations

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25

25

## Future of RDs



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26

26



27

27

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28

28

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29

29