

# Lynda Tongue

TSTA-org, BSc Hons, Dip Man, FCIPD



## Supervision biography

My philosophy of supervision is that it is a protected space for the supervisee to reflect on their practice and where they can develop their skills through the means of focussed support.

I draw on various theories of supervision, including those of Proctor, Gilbert and Evans and also Peter Hawkins.

Elements which support my supervision philosophy:

- my aim in working with clients is to support them to develop tools to improve their practice
- I have a systemic approach to supervision, which means that I am mindful of the systems supervisees and their clients may be working within
- I offer positive regard to my supervisees through respectful challenge in order to help them gain insight and discover options for future action
- I maintain an ethical approach and expect my supervisees to do the same

I am a Certified Transactional Analyst (Organisational) as well as a Teaching and Supervising Transactional Analyst (TSTA). I have delivered workshops on Transactional Analysis (TA) applications in organisational cultures throughout the UK, in the USA, Russia, Ukraine, Romania, Spain, Prague and Poland. I have also examined in many countries around the world, at CTA and TSTA level, and am a past member of EATA's Commission of Certification.

I work with supervisees who have a knowledge of TA, as well as those using other modalities and approaches. I have contributed a chapter to a book on supervision, (101 coaching supervision techniques), and am currently writing a book on TA and Leadership to be published by Routledge.

TA is a humanistic approach to understanding human functioning and helping individuals to attain autonomy. In addition to the original therapeutic applications, it now also encompasses the Developmental field for non-therapeutic applications in organisations, education and counselling.

I focus on using TA in a way that involves teaching the models and concepts with supervisees (when appropriate) and I work with clients to increase their self-understanding and hence their behavioural options. Clients are also helped to understand the structures and processes that operate within groups, teams, organisations and institutions.

I am a Founder member of the International Centre for TA Qualifications (ICTAQ). We provide online training, supervision and examination processes from TA Practitioner level (Certificate programme) to Master TA Practitioner level (equivalent to Certified Transactional Analyst status). We also provide similar for TA teachers and supervisors. More information can be found on my TA Tribe website ([www.ta-tribe.com](http://www.ta-tribe.com)).

As well as TA qualifications, I have a post-graduate Diploma in Training Management, a Diploma in Supervision and a BSc (Hons). I am a Mental Health First Aider, and I am also a Neuro Linguistic Programming Practitioner and have been running my learning and development consultancy since 1991.

[www.ta-tribe.com](http://www.ta-tribe.com)

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