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Official Open Access Empirical Journal
of the European Federation of Psychologists' Associations (EFPA)

**Abstract book of the 19th
European Congress of Psychology**
Transforming Psychological Science:
the 2030 agenda
1-4 July 2025, Paphos, Cyprus

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Publisher	Hogrefe AG, Länggass-Str. 76, CH-3012 Bern, Switzerland, Tel. +41 31 300 45 00, Fax +41 31 300 45 90, zeitschriften@hogrefe.ch, www.hogrefe.com	
Production	Karoline Wüthrich, Hogrefe AG, Länggass-Str. 76, CH-3012 Bern, Switzerland, Tel. +41 31 300 45 56, karoline.wuethrich@hogrefe.ch	
ISSN	ISSN-L 2673-8627, ISSN-Online 2673-8627	
Frequency	Published quarterly	
Indexing	Social Sciences Citation Index (SCIE), Social Scisearch, Current Contents/Social and Behavioral Sciences, Journal Citation Reports/Social Sciences Edition, PSYCLIT (Psychological Abstracts), PSYNDEX, PsycINFO, Europ. Reference List for the Humanities (ERIH), IBZ, IBR, and Scopus	
Impact Factor	1.7 (2023 <i>Journal Citation Reports</i> TM / <i>Social Science Edition</i> ; Clarivate Analytics, 2024)	
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19th European Congress of Psychology
July 01-04, 2025
Paphos, Cyprus

“Transforming Psychological Science: the 2030 agenda”

Abstracts

J u l y 1 - 4 • 2 0 2 5
19th European Congress of Psychology



Papers session 23

Paper number 301 | Oral

What works in supervision? The perspective of supervisors from different psychotherapy paradigms

Neringa Grigutyte¹, Marija Biteniekytė¹, Greta Kaluževičiūtė¹, Marija Vastake¹, Paulius Skruibis¹

¹Vilnius University, Lithuania

While there is a considerable body of literature on psychological counseling and various psychotherapeutic paradigms and their respective models of supervision, there is a lack of research on understanding what works in supervision. It is essential to identify factors of supervision unique to each paradigm and to determine whether any universal supervision processes are prevalent across various paradigms.

Aim. This study aims to present data revealing 6 different psychotherapeutic paradigms of supervisors' perception of what constitutes effective supervision and what works in supervision.

Methods: 12 semi-structured interviews were conducted with senior supervisors from 6 psychotherapy training programs (psychodynamic, existential, cognitive, Adlerian individual psychotherapy, Jungian analytical, and Gestalt psychotherapy) in Lithuania, two interviews from each paradigm.

The thematic analysis revealed common factors that are important in all supervision, irrespective of the psychotherapeutic paradigm. Although representatives of different paradigms describe what is important in the supervision process using their specific language and emphasizing the particularities of a particular psychotherapy paradigm, the common factors have been identified: the organizational framework of supervision and the supervisory contract; the responsiveness to the supervisee's questions and needs; the working alliance in supervision; etc. The results are discussed in light of the limitations of the study and provide guidelines for further research involving supervisor-supervisee pairs and supervisor-supervisee-client triads.

Paper number 852 | Oral

Exploring supervisor-supervisee dyads in psychodynamic psychotherapy: A qualitative study of supervision dynamics

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Supervision in psychodynamic psychotherapy is vital for fostering therapists' professional development and personal growth. Within this framework, supervision supports supervisees in addressing patients' latent material, unconscious processes, resistances, and (counter)transference dynamics. Despite its importance, much of the existing literature on supervisor-supervisee relationships in psychodynamic psychotherapy remains theoretical. Empirical exploration of how these dynamics unfold and what contributes to effective supervision is therefore essential.

Aim. This study investigates psychodynamic supervision from the perspectives of both supervisors and supervisees, focusing on factors that shape effective supervisory relationships.

Methods. Semi-structured interviews were conducted with six supervisor-supervisee dyads (12 interviews in total) from Lithuanian psychodynamic training programmes.

Findings. While earlier supervision models often followed a didactic "master-pupil" dynamic, this study found that participants preferred a more symmetrical, collegial, and empathic approach. Reflection was identified as a critical component of the supervision process, allowing supervisees to deepen their understanding of unconscious processes and refine their therapeutic skills. Psychodynamic supervision emphasises deep unconscious processes, with the supervisor acting as a "guide" to help the supervisee navigate countertransference and defence mechanisms within both therapy and supervision contexts.

This study offers preliminary insights into a larger two-year longitudinal exploration of supervisor-supervisee dyads across multiple therapeutic paradigms. It highlights key elements that may contribute to effective supervision in psychodynamic psychotherapy.

Paper number 3 | Oral

A study of person-supervisor fit, promotion opportunities, and proactive behavior: Evidence from taiwan civil servants

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In Taiwan, the promotion opportunities for civil servants are limited because the law regulates the promotion policies in the civil servant system. In this research, we examined (a) the mediating effect of promotion opportunities on the relationship between person-supervisor fit and proactive behavior and (b) the moderating effect of leader-member social exchange on the relationship between person-supervisor fit and promotion opportunities. We conducted a three-wave study with a two-week gap. We collected 404 valid responses from Taiwan civil servants in the three-wave study. Our results revealed that promotion opportunities mediate significantly the relationship between person-supervisor fit and proactive behavior. Our results also identified a positive relationship between person-supervisor fit and promotion opportunities, and there is a positive relationship between promotion opportunities and proactive behavior. Surprisingly, our results revealed that the low level of leader-member social exchange strengthens the positive relationship between person-supervisor fit and promotion opportunities. Importantly, our results drew several important theoretical and managerial implications on the promotion opportunities of Taiwan civil servants. In the civil servant system, the interaction of person-supervisor fit and low level of leader-member social exchange can have a higher chance of promotion opportunities. The moderating result illustrated that it differs from the private organization regarding the social exchange of the leader-member relationship. We suggested that promotion opportunities play an essential role in civil servants working proactively and showed that social exchange between leader and member does not help with promotion opportunities even though they work well between their supervisor and subordinate.