

Strengths Based Approach Workshop

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What underpins this approach?

Care Act 2014 requires local authorities to consider the person's own strengths and capabilities.

IASC Values :- we have committed to empower people through a strengths-based approach.

Strengths-based social work: practice framework and handbook - The framework and handbook support social workers and social care professionals in applying a strengths-based approach to their work with adults - DHSC 2019 (currently being refreshed)

Empowering Lives through 3 conversations model - refresh and relaunch of strengths-based model of working in DCC



Empowerment

How we will work

- Strengths-based approaches
- Solutions-focused practice
- Trauma-informed
- Co-production approaches
- Recognising and appreciating the value of all members of our teams
- Positive risk-taking.
- Actively seeking to reduce dependency.



What does a strengths-based approach look like?

Ideas from the room,
what does it mean to
you?

What is it, its more than the conversation we have with people.

DHSC - Strengths-based approach: Practice Framework and Practice Handbook 2019

Strengths-based approach/practice is...

- An approach 'how to carry out interventions'
- Holistic and multidisciplinary
- Collaborative
- Proportionate
- Appropriate to the individual circumstances = flexible
- Aligned with risk enablement and positive risk taking
- A focus on 'what matters to you' and what is strong'
- Identifying personal, family and community strengths and support the individual in linking with them
- Supporting community development
- Applicable to any intervention, setting, type or level of need and profession.

Strengths-based practice focuses on interests, abilities and potential rather than problems, deficits and pathologies



Strengths-based approach/practice is NOT...

- An outcome.
- About reduction of packages
- About signposting and providing less support
- About not helping
- A focus on 'what is the matter with you' and 'what is wrong'
- About shifting responsibilities to carers and family/friends
- One size fits all (no scripts)
- About avoiding talking about the problem or issues



- If we ask people to look for deficits, they will usually find them, and their view of situations will be coloured by this.
- If we ask people to look for successes, they will usually find them, and their view of situations will be coloured by this.

(Kral 1989)

Reflect on:-

Look for the glass half full, not the glass half empty.

Think about what happened to the person, not what is wrong with the person. (be Trauma Informed)

Explore the interactions and environments that may contribute to a challenge/difficulty, rather than seeing the problem existing within the person, avoid blaming and be shame sensitive (be Trauma informed)

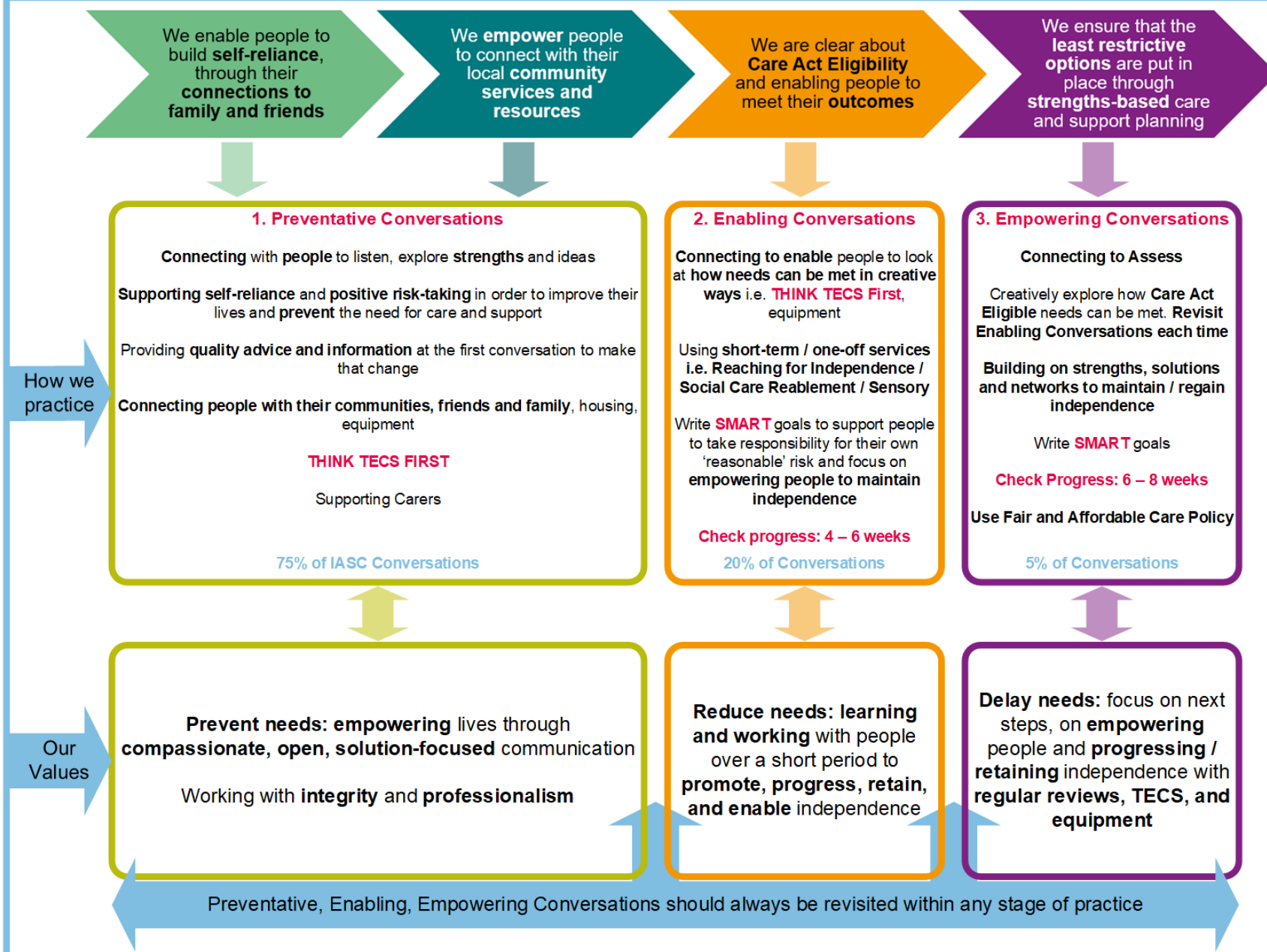
Recognise that individuals and communities have many strengths as well as the capacity to learn, grow and change.

Think about the language you use as this changes how we see people, their situation and their possibilities (be solution focussed).

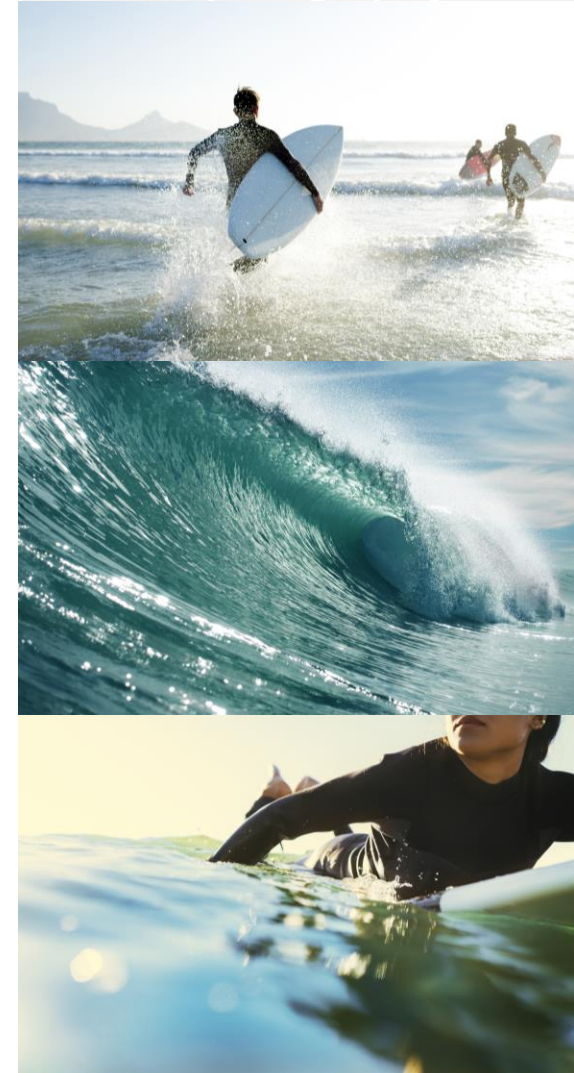
Collaborate and support self-determination.

Explore HOPES, DREAMS and ASPIRATIONS but don't ignore, or invalidate the challenges, difficulties and concerns the person has. (be solution focussed)

What We Do. How We Do It.



Empowering Lives through 3 Conversations – Tina and Carolynne 2.23 – 8.42



Group Exercise 1 – Jemima Puddleduck

Use the flip chart paper on your table and think about :-

- 1) What type of curious strengths-based conversations would you have with Jemima?
- 2) What's the next steps, what goals might you agree on together?



Group Exercise 2 – How strong are we as an organisation and an individual at working in a strengths-based way?

Let's just say on a scale of 1-10 we imagine we are at 5 for strengths-based working.

If we want to be a 6,7,8 or even a 10, what will that look like? What is our preferred future? What will we notice?

Remember a strengths-based approach is about more than the conversation we have with citizens, think about commissioning, supervision, leadership, etc, etc





*The way to get started
is to quit talking and
begin doing.*

Walt Disney

