

Supervision & Self Care Theory, Practice and DIY.

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With thanks to Di Allman, Lauren Macaskill and the
Voices & Expert Citizens teams.



Scope of the workshop

- Based on limited supervision, debrief etc.
- Ideas on self/mutual support.
- Take away tools.
- Assumed competence.
- “It’s the things you know that you don’t know that make the difference”
- Unashamedly solution focused!

A personal note.....

- Money cannot be an excuse for lack of support.
- Would manual workers be asked to work without guards, safety wear because of cost?
- If working without supervision is a good idea then we may as well start cleaning chimneys with small children.

What works for you?

- When do you cope (well & better)?
- What do you do when supervision is absent/limited?
- Is there a target for being well?
- Does it have to be 100%?
- What is your good enough?
- What examples do you have of formal and informal support that works?

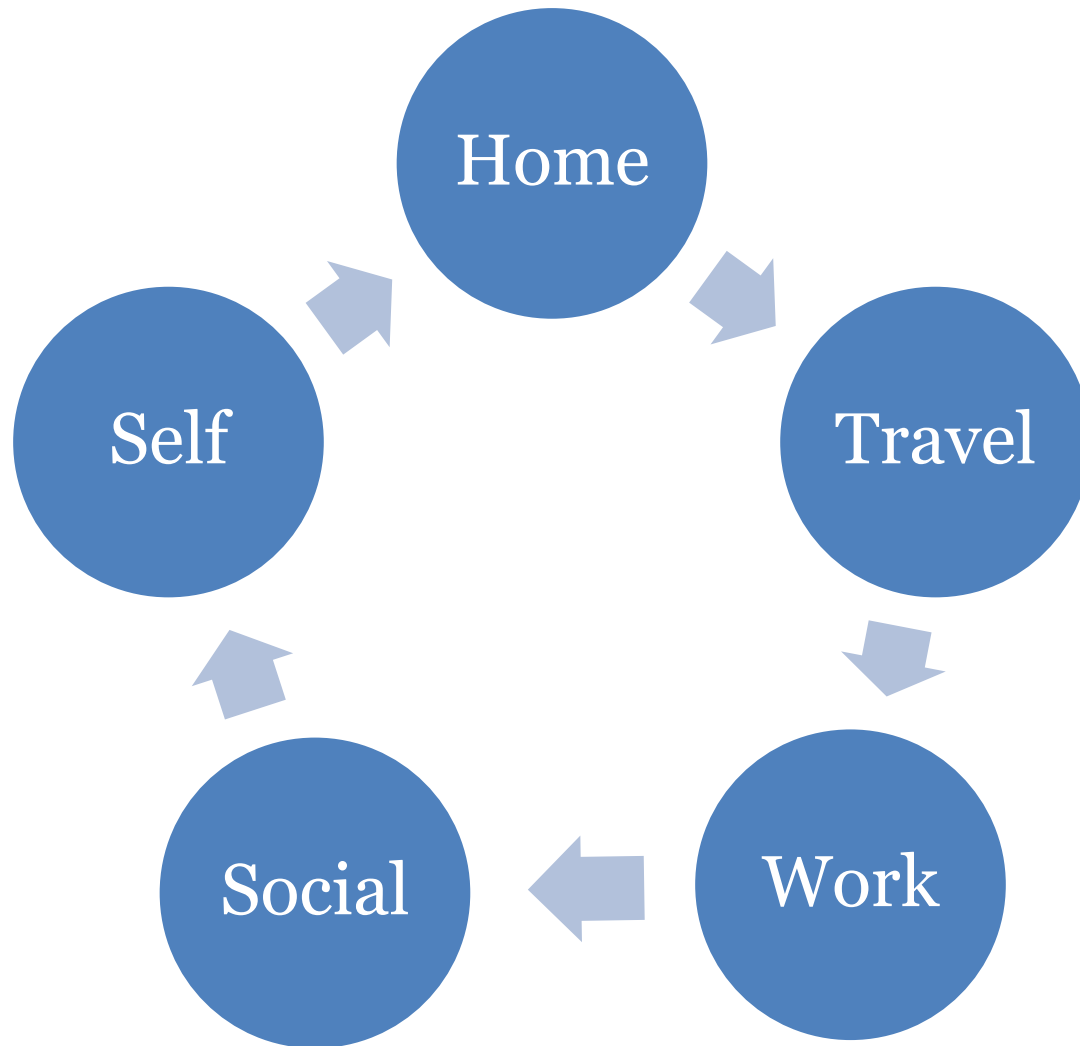
What other people do....

- From previous discussions with teams;
- Feeding and talking to ducks in the park,
- Discussion with radio DJ when driving home,
- Shrieking Tree, Chinese Garden.
- Gym + exercise and people,
- Meditation,
- Peer support debrief doesn't do harm,

Physical Harm and Benefit

- Less support = More stress =
- Insomnia.
- Aches and pains.
- Lethargy.
- Impaired immune system.
- Reduced exercise.
- Reduced physical contact.
- Use of alcohol, caffeine, nicotine, food.

Vicious or Beneficent Cycle?



The Willow Principle

- Oak trees are strong and unyielding.
- Willow trees flex with the wind.
- Oak trees shed acorns nearby.
- Willow propagate widely.
- Which last longest?
- Which do you want to be?

Context.

- “At all times we must remember that we work in a high risk environment. Our actions would be viewed differently if we worked in surgery”
- Dr. Xenophon Sgouros, Psychiatrist.
- Isn't the need for support, debrief and supervision natural?

Person v Problem.

- For the people you work with and ourselves.
- If we focus on the problems we will be overwhelmed.
- When we focus on the person we feel more optimistic and less stressed.
- This is contagious and evidence based.
- A form of (in)formal systems & culture change.

The Paradox of Selfishness.

- Look after today and you'll have a tomorrow.
- The long term aim is self preservation.
- This is counter intuitive and counter cultural.
- “Can we afford not to look after ourselves?”
- Short term losses and long term gains.

Affordability

- BioPsychoSocial and Financial.
- Can we afford not to care for ourselves?
- Cost to self, significant others, services we work for, services we access.
- Cost to the very people we want to help.
- An issue for managers, commissioners & staff.
- Culture change.
- Delegating upwards.

Ten Minute Talk (Kidge Burns)

- 1. What are your best hopes for this conversation?
- 2. Suppose that you achieve those best hopes. What will be different? • What else?
- 3. Who will be first to notice? Who else?
- 4. On a scale of 1 to 10 Where are you now? • Where do you want to be? • What will be different when you are one step higher on the scale?
- 5. What are you already doing that is on useful? • What else are you doing that is useful?
- 6. What is the next small step? What else?
- 7. Feedback “I’ve noticed that.....”

Being the best we can.....

- Yvonne Dolan.
- “What is the best you can be in today’s environment?” Rich description.
- “Who will notice when you’re at your best?”
- “What will they notice?” “What else?”
- “What small changes....?”
- A both:and approach. Best and Fun.

Before you go to sleep.....

- List 3 things that have gone well today.
- Predictive statements.
- Can be general or small and specific.
- “Tomorrow will be a good day”
- “I’ll do a bit more tomorrow”
- “ I will be happier tomorrow”
- One off or a series until things change.
- What statements might you make?

Next Steps.

- What would you like to change?
- What would have to happen.....?
- What resources will be important in achieving this?
- What are the common resources across all the most important things?
- Which are the most important resources?
- Who will notice the change? Who else?

Thank you and Travel well.