

TOP TIPS FOR WORKING WITH FAMILIES WHERE THERE IS DISGUISED RESISTANCE/COMPLIANCE

<p>Assessment</p>	<ul style="list-style-type: none"> • Truly listen • Be holistic and include partners & wider family • Get the views of the young person and their co-operation with what needs to change • Understand family's previous experience of intervention/ family history • Talk with previous practitioners (if possible) • See both parents separately to get their individual views
<p>Planning</p>	<ul style="list-style-type: none"> • Understand the model/ cycle of change • Empower people/ working 'with' them • Have clear outcomes and measures of change • Use simple, clear language • Be clear and transparent about expectations, timeframes and consequences • Have ownership and agreement with actions from all parties
<p>Review</p>	<ul style="list-style-type: none"> • Understand the model/ cycle of change. There may be lots of reasons why change hasn't happened and lack of progress is not addressed. • Use your plan to assess progress • Use constructive ways to challenge • Be clear: say "What I'm seeing is this" • Use 'tell me' questions
<p>Supervision</p>	<ul style="list-style-type: none"> • Acknowledge professional observations • Work with a degree of professional curiosity • Take opportunities for reflective practice including multi-agency supervision • Consider all the options to avoid bias/ confirmation bias • Challenge information that is superficial/ not triangulated/ taken on face value
<p>Chronology</p>	<ul style="list-style-type: none"> • Understand the importance of chronologies • Use chronology to identify patterns – positive and negative • Use chronology to highlight resistance/ lack of change • Move to multi-agency chronologies shared/ updated by colleagues
<p>Triangulation</p>	<ul style="list-style-type: none"> • Understand different roles and responsibilities of professionals working this case • Be explicit – check out what you are told by professionals & family members • Challenge colleagues and seek fresh views on information/ hypotheses • Challenge the family with evidence • Ask "Am I being groomed by this family?" • Have tenacity
<p>Understand change and how it happens</p>	<ul style="list-style-type: none"> • Do people recognise they have the ability to change? • Do they want change? • Lack of understanding of the impact of change • Do they understand change means behaving differently to what they do now? • Are they/ we able to sustain change?
<p>Communication</p>	<ul style="list-style-type: none"> • Good communication between everybody involved with the case • Truly listen to the child, the adults and professionals • Be aware of bias/ confirmation bias
<p>Professional behaviour</p>	<ul style="list-style-type: none"> • Carry out your actions • Maintain an overview and avoid being 'sucked in' or coerced • Understand the roles and responsibilities of the professionals you are working with in this case • Model the behaviour you want to see

BEHAVIOURS THAT YOU MIGHT SEE WITHIN DISGUISED RESISTANCE/ COMPLIANCE

