

The Thistle Approach

A framework to support Wellbeing

Focusing on Gifts & Strengths



Person Centred Relationships



Understanding Self



Making a Difference



Promoting Wellbeing & Citizenship



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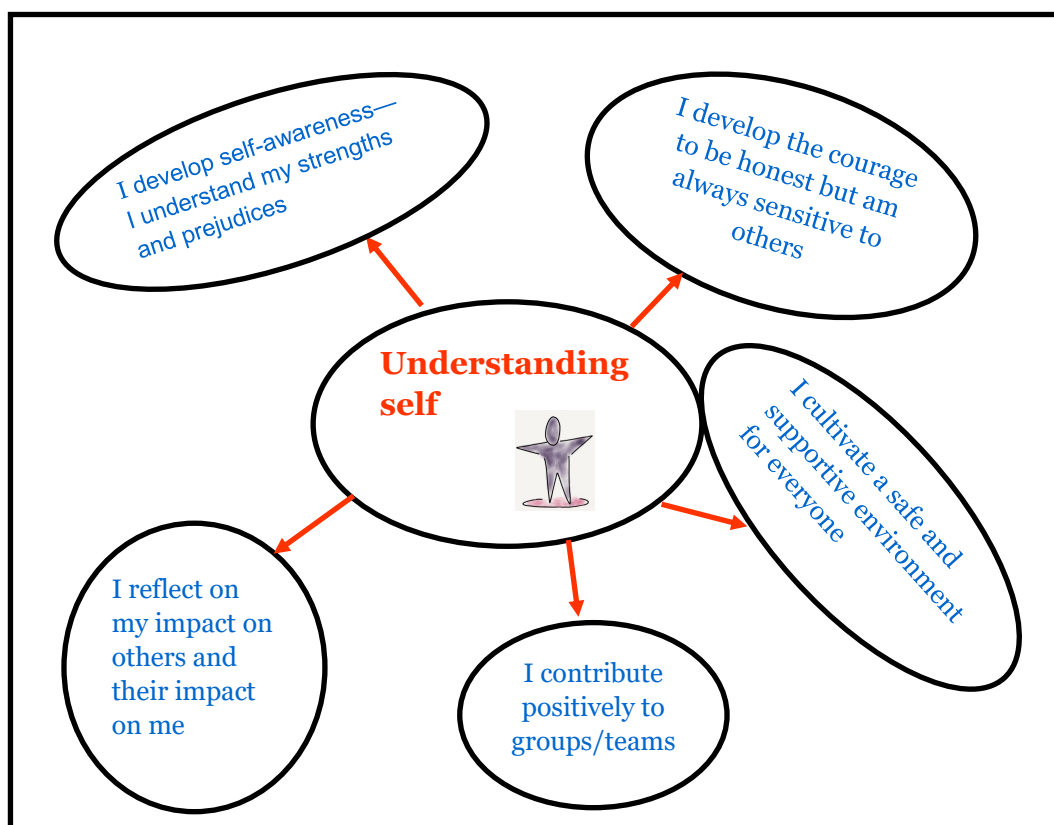
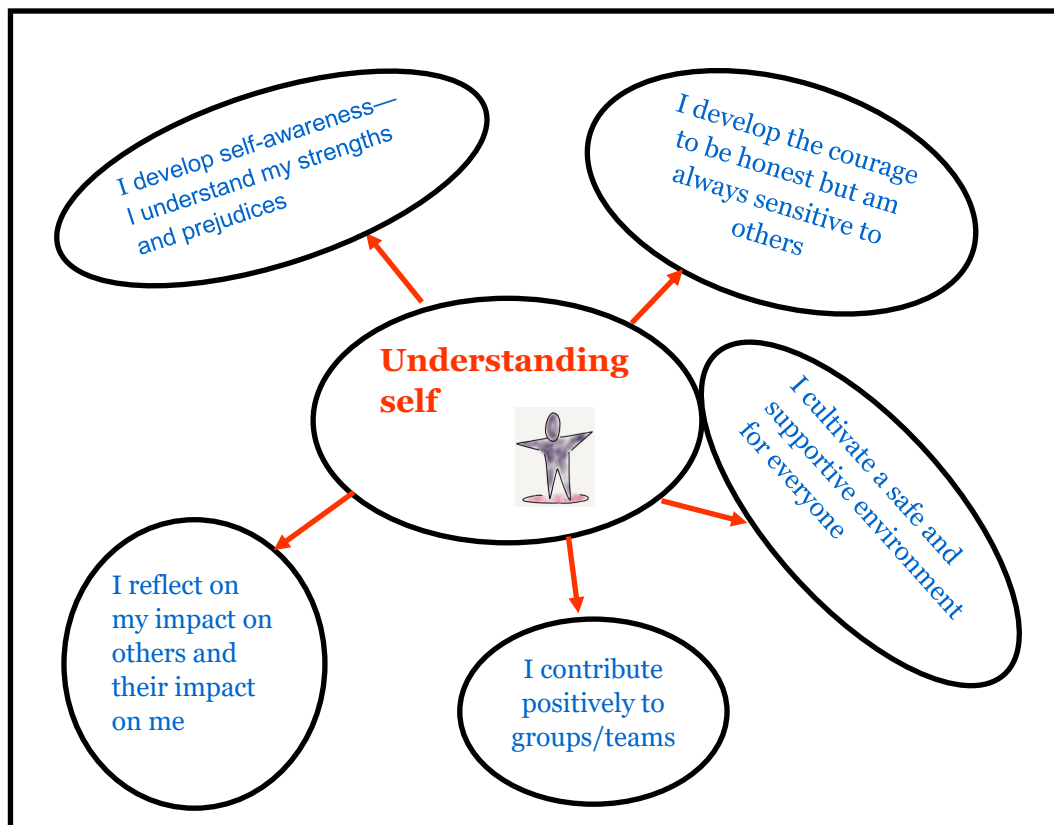


Making a Difference



Promoting Wellbeing & Citizenship





1. Understanding Self

Why it matters

In order to work well with people we need to continuously develop a good understanding of ourselves and the impact we have on other people. Being genuine, respectful and listening with empathy to other people's perspectives lies at the heart of all our interests.

Behaviours and qualities I would expect to notice

- I develop my self awareness
- I become aware of my strengths
- I become aware of my prejudice
- I develop the courage to be honest and attempt to say what I feel and need while being sensitive to the feelings and needs of others
- I continually reflect on my impact on others
- I continually reflect on other peoples impact on me
- I develop my understanding of how I show up in groups and contribute positively whenever possible
- I work to cultivate a safe and supportive environment at all times



'Be the change you want to see in the world' - Mahatma Ghandi

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Why it matters

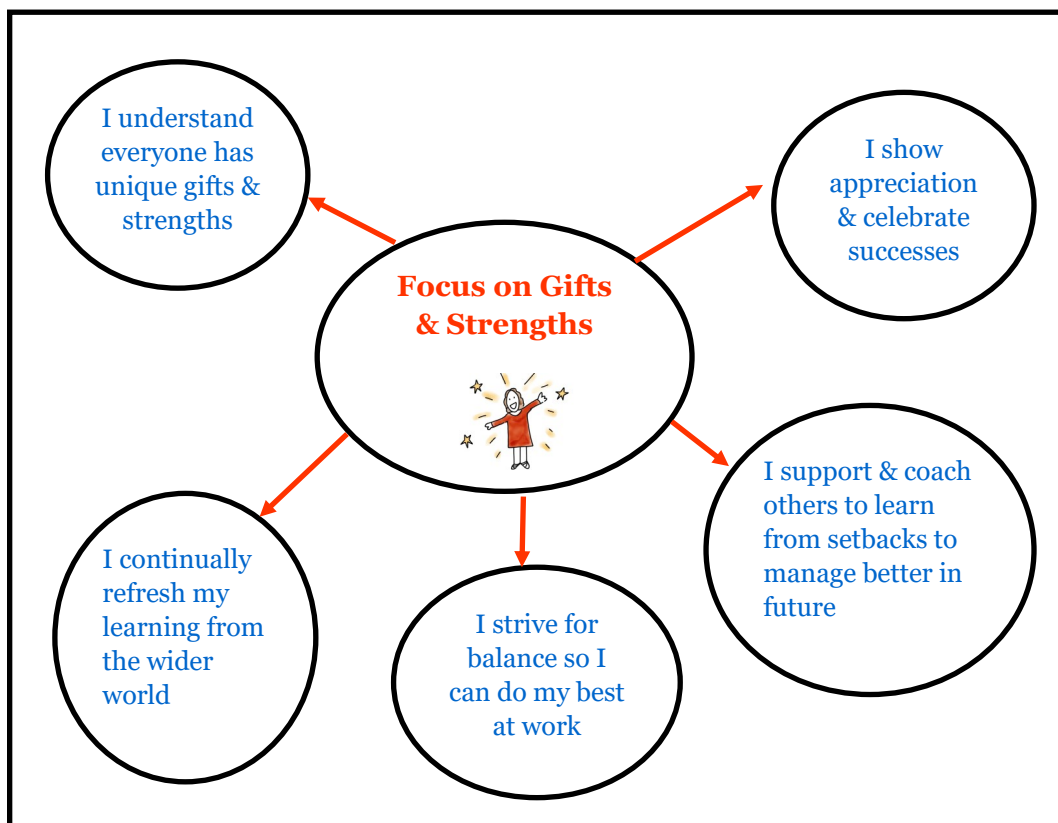
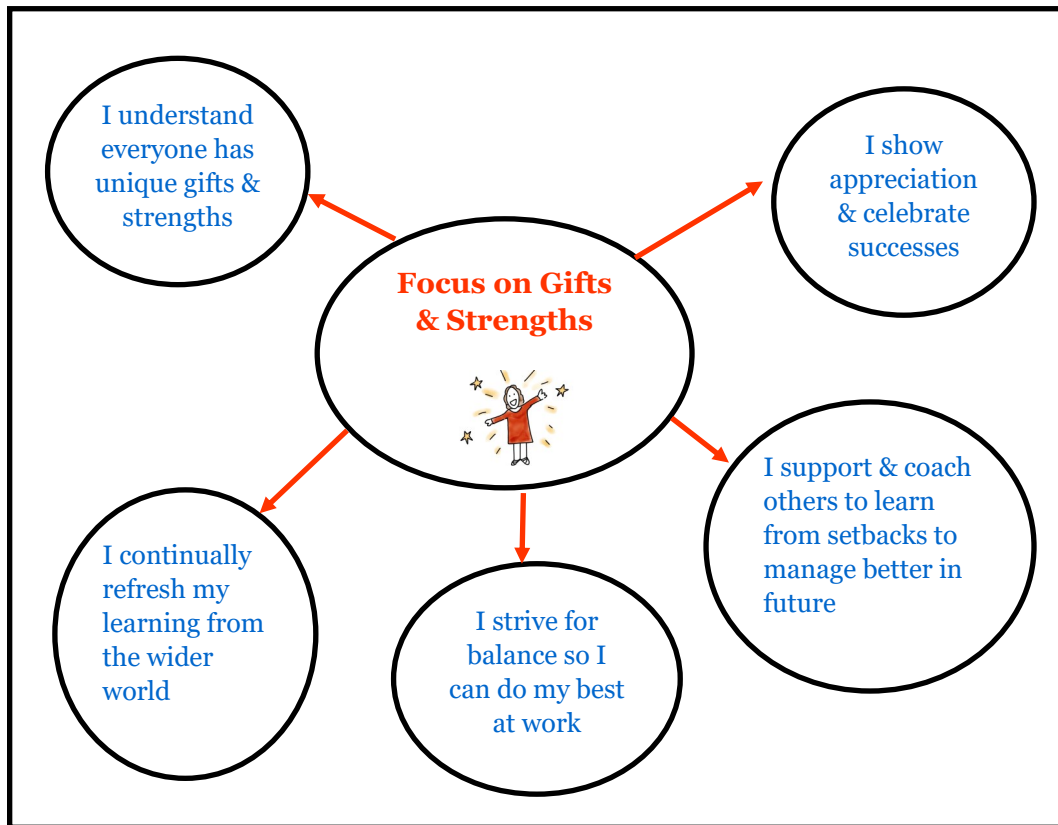
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2. Focusing on Gifts & Strengths

Why this matters

We believe that people have gifts, strengths, skills, knowledge & resilience & the ability to contribute to their own & others' lives. We need to be flexible & innovative to enable people to share these attributes & make the most of all contributions in order to find creative solutions. We celebrate the success this brings & build our resilience by learning from setbacks.

Behaviours and qualities I would expect to notice

- I understand that everyone has unique gifts & strengths & a contribution to make & work with myself & others on that basis
- I take opportunities to show appreciation to myself & others
- I celebrate my own & others successes & take time to reflect on how these v...
achieved.
- I learn from people we work alongside
- I see setbacks as opportunities to learn & nurture my own & others' capacity to cope & recover
- I continually refresh my work practice & keep up with new knowledge & skills
- I understand the aspects of my work I find fulfilling & strive to balance this with those I feel more challenged by
- I support & coach individuals & groups to reflect on experiences to learn together, to grow in confidence, competence, coping & recovery skills to better manage future challenges.



'I can't change the direction of the wind but I can adjust my sails to always reach my destination' - Jimmy Dean

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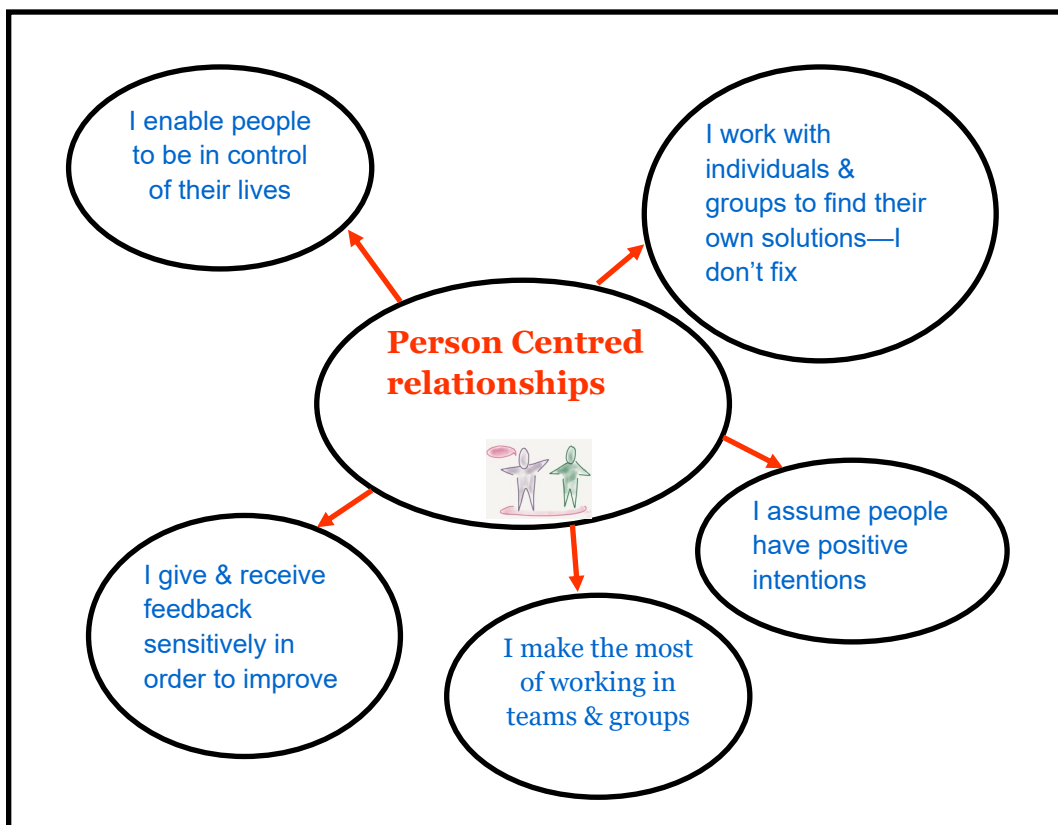
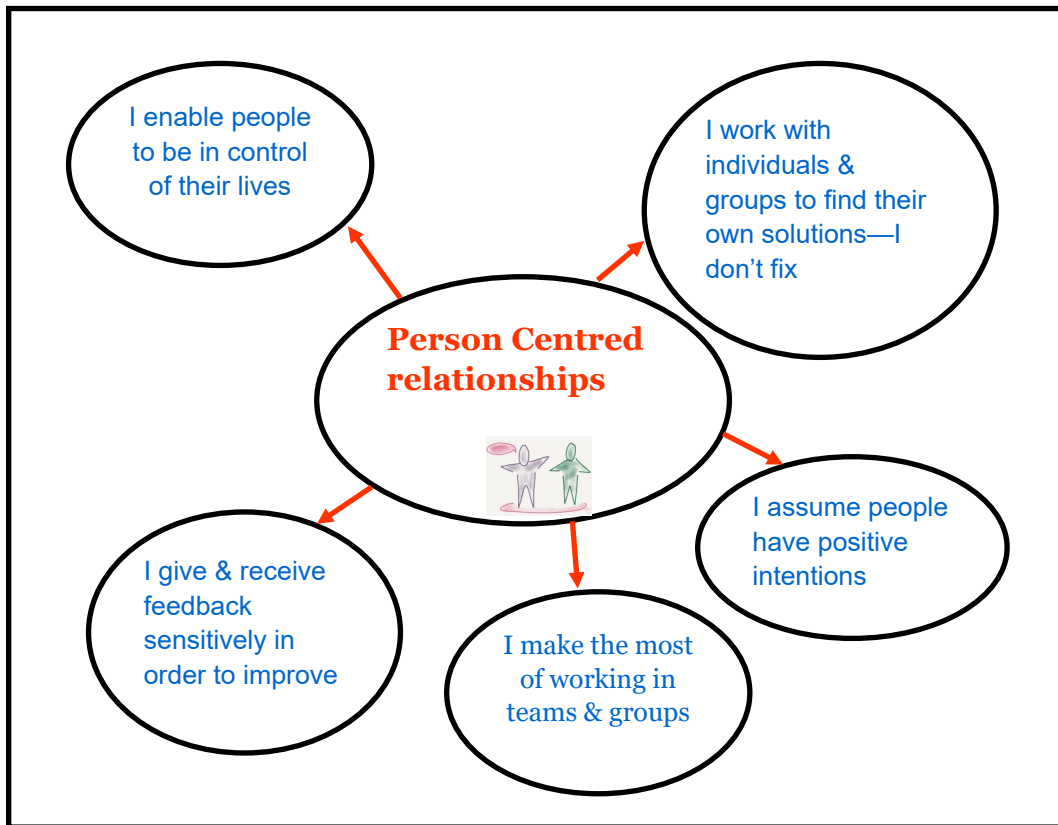
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3. Building Person Centred Relationships

Why it matters

In order to be person centred we need to be able to develop supportive, collaborative & enabling relationships. We also believe that people are the experts in their own lives, that they are doing their best & that by working alongside people we are more likely to succeed. We reflect on the extent to which we create trust in all our relationships & how we work within teams.

Behaviours and qualities I would expect to notice



- I work alongside people in ways which they experience control of their lives
- I listen, ask questions & work with people to enable them to find their own unique solutions based on what they are able to do rather than trying to solve their problems or trying to fix them
- I work to better understand that people have positive intentions & want to make a contribution even if at times I might be challenged by how they can do this
- I ask for feedback from others so I might gain more insights on how to improve my practice
- I offer useful & sensitive feedback to others in return
- I listen & ask powerful questions to help teams & groups generate their own ideas & find their own solutions
- I continually develop my understanding of groups & teams so that by working together we can achieve our highest potential.

'Every person in this life has something to teach me—and as soon as I accept that I open myself to truly listening' - Catherine Doucette

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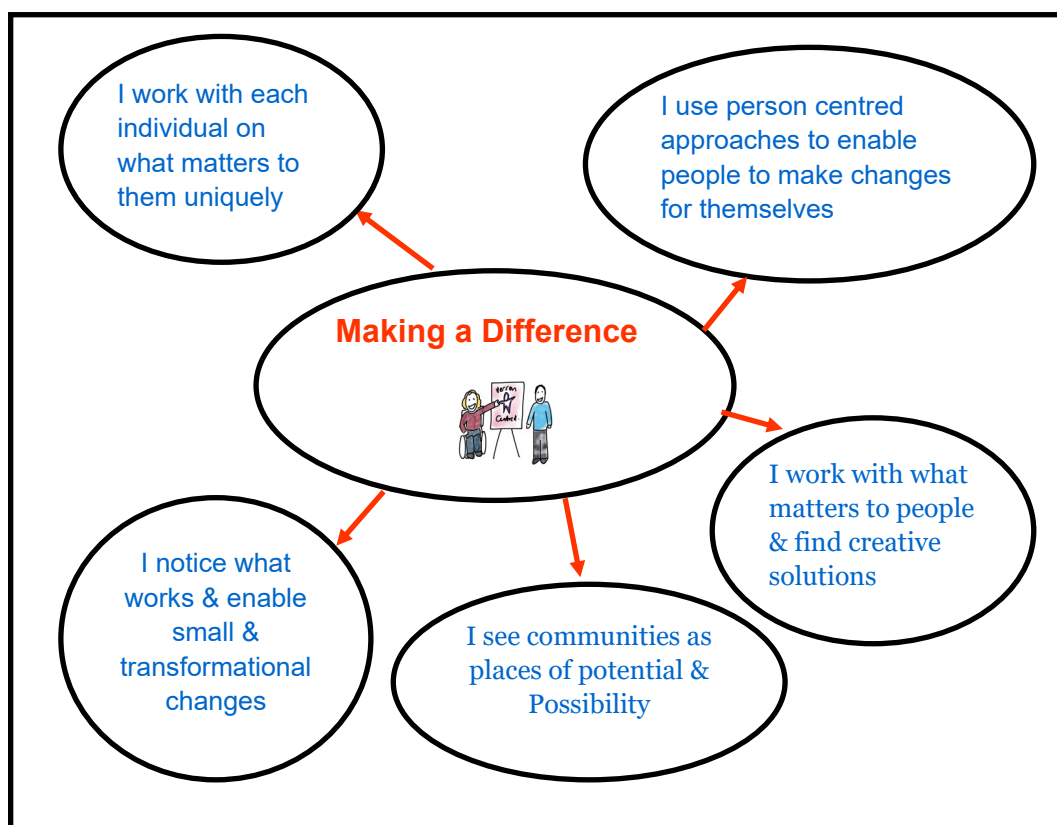
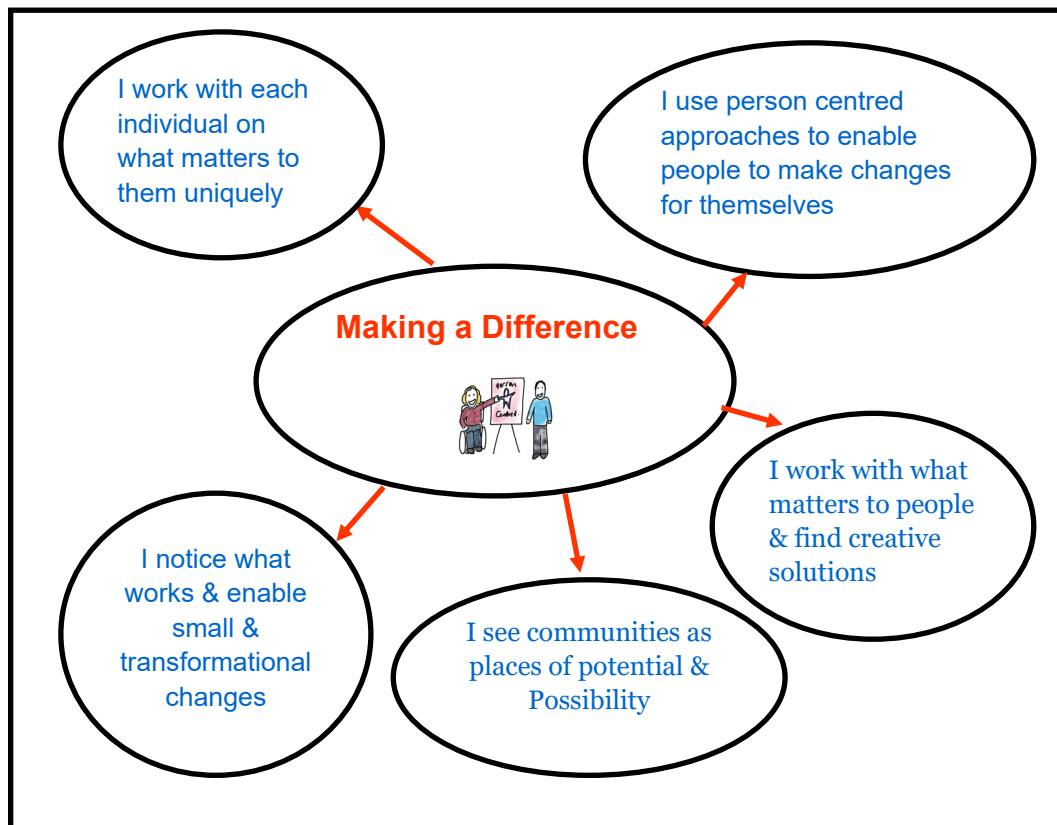
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4 Making a Difference using Person Centred Approaches

Why this matters

We believe that using person centred approaches can be critical to whether people make the changes they want in their lives or not. We do this by focusing on what matters to each person & what they want specifically to achieve including taking life enhancing risks. We always encourage feedback in order to learn & improve on what we do.

Behaviours & qualities I would expect to notice

- I work with each unique person based on my understanding of what matters to them & tailor my approach differently
- I pay attention to what is working well & recognise that small changes may create a big impact & transform lives
- I work alongside people using imaginative person centred tools & approaches to help them achieve what matters to them
- I help people learn, make changes & do more for themselves whilst addressing what they & others might be worried about using problem solving &/or solution finding techniques
- I make connections across the organisation & bring people together so that our contributions & leadership can emerge & evolve to meet new challenges & opportunities
- I see communities as places of potential & possibility & work alongside others to make their contributions there

'The real voyage of discovery consists not in making new landscapes but in having new eyes' - Marcel Proust

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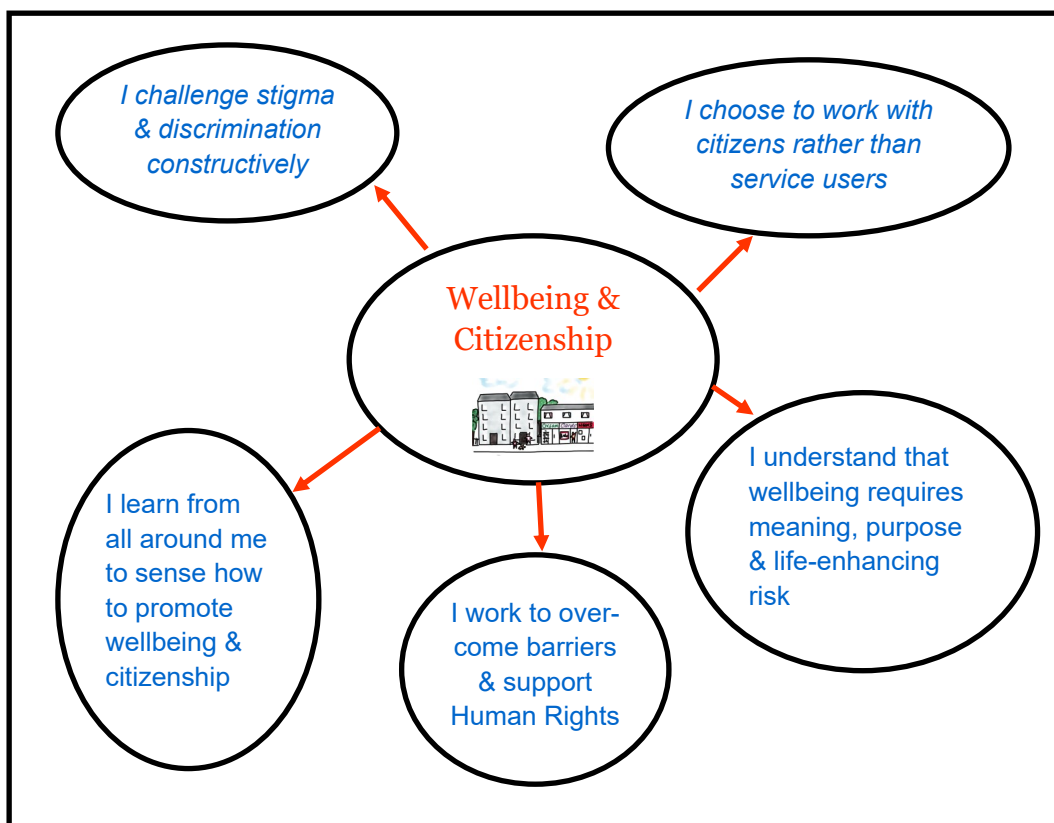
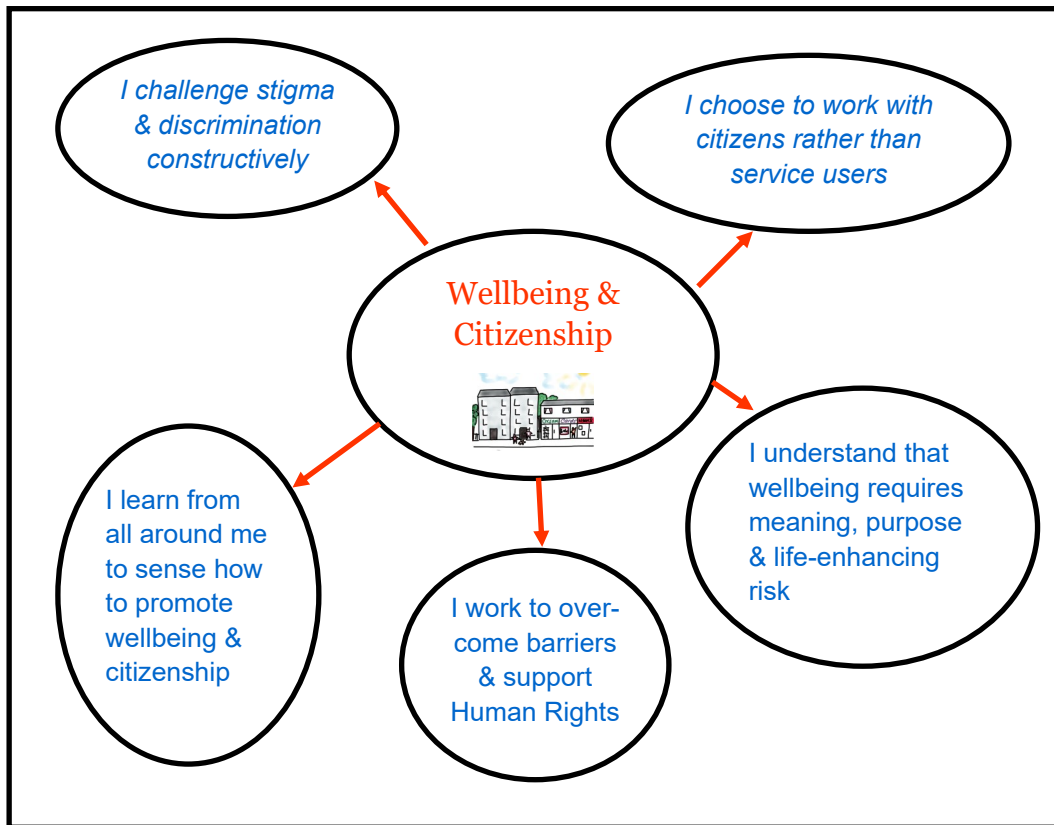
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5. Promoting Wellbeing & Citizenship

Why it matters

We believe that everyone is a citizen with rights, responsibilities & contributions to make to their community. This is only meaningfully possible when you have genuine wellbeing & are fully included in your community. This belief drives the work we do so we know we must try to influence unequal & discriminatory aspects of our society in order to change how things currently are. This requires us to share the 'Approach' more widely & in turn, learn from the world around us. To do this well we must continually reflect on what this means for us as individuals & as an organisation

Behaviours and qualities I would expect to notice

- I work alongside individuals as citizens rather than patients, clients, service users or customers. I demonstrate this in the way I talk & write about the work I do
- I am aware of the Human Rights basis of my work & use Social Models ie. of Disability & Health to understand, & enable people to overcome the external & internal barriers many face
- I challenge prejudice, stigma & discrimination constructively
- I understand that wellbeing is linked to lives of purpose & meaning & work with myself & others to explore & work towards this—including taking life –enhancing risks where necessary
- I recognise that services should support people to have lives of meaning & purpose & are no substitute for this
- Whilst working alongside other people I listen & pay attention in order to sense what changes me & the organisation need to make to promote wellbeing & citizenship better

‘ Life is either a daring adventure or nothing’ - Hellen Keller



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