

Practitioner tight rope[®]

Cards for printing

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1 Making decisions for myself	2 Feeling ok in myself	3 Health / Life	4 Giving to others
5 Recognition	6 Doing well at something	7 Culture and routines	8 Belonging
9 Being close to others	10 Being creative	11 Having enough information	12 Being active



tight rope[®]

1

**Making
decisions for
myself**

tight rope®



Values / Motives

2

**Feeling ok
in myself**

tight rope®



Values / Motives

3

**Health /
Life**

tight rope®



Values / Motives

4

**Giving to
others**

tight rope®



Values / Motives

5

Recognition

tight rope®



Values / Motives

6

**Doing well at
something**

tight rope®



Values / Motives

7

**Culture and
routines**

tight rope®



Values / Motives

8

Belonging

tight rope®



Values / Motives

9

**Being close
to others**

tight rope®



Values / Motives

10

Being creative

tight rope®



Values / Motives

Having enough
information

tight rope®



Values / Motives

12

Being active

tight rope®



Values / Motives

13

tight rope®



Values / Motives

14

tight rope®



Values / Motives

15

tight rope®



Values / Motives

16

tight rope®



Values / Motives

tight rope®



Values / Motives

tight rope®



Values / Motives

1

Disengaged

2

**Compassion
fatigued**

3

**Capacity
distress**

4

Cynical

5

**Commit to
one
hypothesis**

6

**Reliant on
professional
information**

7

**Unfinished
tasks**

8

**Just tick
boxes**

9

**Information
left
unchecked**

10

**Defensive
practice**

11

**Bottling
emotions**

12

Often late

13

**Inaccurate
assumptions**

14

Risk avoidant

15

Want to leave



tight rope®

1

Disengaged

tight rope®



Warning signs of
losing balance

2

**Compassion
fatigued**

tight rope®



Warning signs of
losing balance

3

**Capacity
distress**

tight rope®



Warning signs of
losing balance

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Cynical

tight rope®



Warning signs of
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**Commit to one
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Warning signs of
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**Reliant on
professional
information**

tight rope®



Warning signs of
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tight rope®



Warning signs of
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Just tick boxes

tight rope®



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**Information left
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assumptions**

tight rope®



Warning signs of
losing balance

14

Risk avoidant

tight rope®



Warning signs of
losing balance

15

Want to leave

tight rope®



Warning signs of
losing balance

tight rope®



Warning signs of
losing balance

tight rope®



Warning signs of
losing balance

tight rope®



Warning signs of
losing balance

1

Help I've had

2

**Something
proud of**

3

**Praise
received**

4

**Emotional
resilience
training**

5

**Training
prepared me
for the job**

6

**Had
opportunities
to reflect**

7

**Found
solutions**

8

**Maintained
self-belief**

9

**Good time
management**

10

**Stable
financial
organisation**

11

**Collaborative
experiences**

12

**Strong team
value base**

13

**Sense of
team identity
developed**

14

**Peer support
received**

15

**Overcame
difficulties**

16

**Difference
accepted and
respected**



1

Help I've had

tight rope®



Positive foundations

2

**Something
proud of**

tight rope®



Positive foundations

3

Praise received

tight rope®



Positive foundations

4

**Emotional
resilience
training**

tight rope®



Positive foundations

5

**Training
prepared me for
the job**

tight rope®



Positive foundations

6

**Had
opportunities to
reflect**

tight rope®



Positive foundations

7

Found solutions

tight rope®



Positive foundations

8

**Maintained self-
belief**

tight rope®



Positive foundations

9

**Good time
management**

tight rope®



Positive foundations

10

**Stable financial
organisation**

tight rope[®]



Positive foundations

11

**Collaborative
experiences**

tight rope[®]



Positive foundations

12

**Strong team
value base**

tight rope[®]



Positive foundations

13

**Sense of team
identity
developed**

tight rope[®]



Positive foundations

14

**Peer support
received**

tight rope[®]



Positive foundations

15

**Overcame
difficulties**

tight rope[®]



Positive foundations

16

**Differences
accepted and
respected**

tight rope



Positive foundations

tight rope



Positive foundations

tight rope



Positive foundations



tight rope®

1

**High staff
turnover**

2

**Staff treated
unfairly**

3

**Target driven
environment**

4

**Others
haven't
valued our
work**

5

**Process
orientated
systems**

6

**Year on year
cuts**

7

**Responsibility
has been
diluted**

8

**Critical
incidents**

9

**Mismatched
allocations**

10

**Lack of
reward**

11

**Maintained
poor practice
cycle**

12

**Exhausted
workforce**

13

**Agency values
contradictory**

14

**Can't show
what feeling**

15

**Personal
history of
trauma**

1

**High staff
turnover**

tight rope®



Past concerns

2

**Staff treated
unfairly**

tight rope®



Past concerns

3

**Target driven
environment**

tight rope®



Past concerns

4

**Others haven't
valued our work**

tight rope®



Past concerns

5

**Process
orientated
systems**

tight rope®



Past concerns

6

**Year on year
cuts**

tight rope®



Past concerns

7

**Responsibility
has been diluted**

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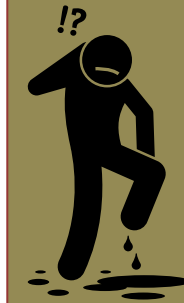


Past concerns

8

Critical incidents

tight rope®



Past concerns

9

**Mismatched
allocations**

tight rope®



Past concerns

10

Lack of reward

tight rope®



Past concerns

11

Maintained poor
practice cycle

tight rope®



Past concerns

12

Exhausted
workforce

tight rope®



Past concerns

13

Agency values
contradictory

tight rope®



Past concerns

14

Can't show what
feeling

tight rope®



Past concerns

15

Personal history
of trauma

tight rope®



Past concerns



tight rope®



Past concerns



tight rope®



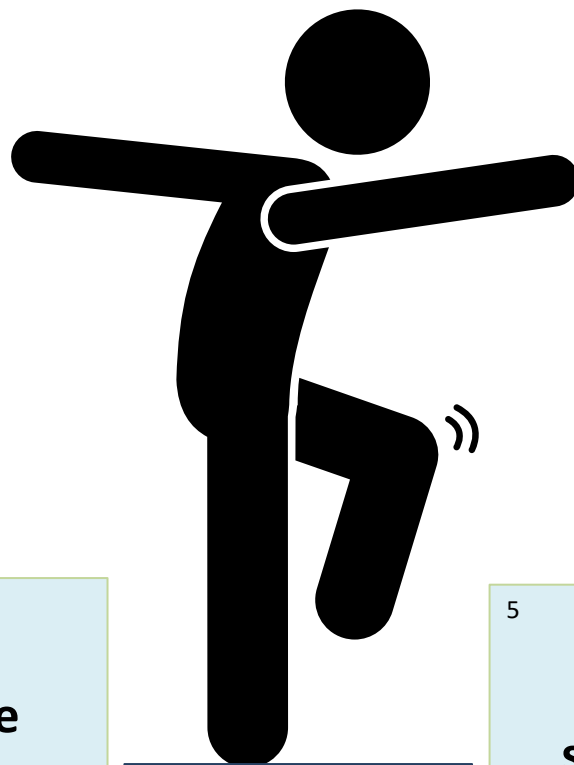
Past concerns



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Past concerns



tight rope®

1

Persistence

2

**Emotional
management**

3

**Accurate
empathy**

4

Flexible

5

**Find
solutions**

6

**Critically
reflect**

7

**Professionally
capable**

8

**Curious and
open**

9

**Socially
competent**

10

Optimistic

11

**Manage
stress**

12

**Can respect
self and
others**

13

**Manage time
and energy
well**

14

**Sense of
humour**

15

**Sense of
purpose**

16

**Can ask for
help**

1

Persistence

tight rope®



Balancing
strengths of the
practitioner

2

**Emotional
management**

tight rope®



Balancing
strengths of the
practitioner

3

**Accurate
empathy**

tight rope®



Balancing
strengths of the
practitioner

4

Flexible

tight rope®



Balancing
strengths of the
practitioner

5

Find solutions

tight rope®



Balancing
strengths of the
practitioner

6

**Critically
Reflective**

tight rope®



Balancing
strengths of the
practitioner

7

**Professionally
capable**

tight rope®



Balancing
strengths of the
practitioner

8

**Curious and
open**

tight rope®



Balancing
strengths of the
practitioner

9

**Socially
competent**

tight rope®



Balancing
strengths of the
practitioner

10		11		12	
Optimistic		Manage stress		Can respect self and others	
tight rope®	Balancing strengths of the practitioner	tight rope®	Balancing strengths of the practitioner	tight rope®	Balancing strengths of the practitioner
13		14		15	
Manage time and energy well		Sense of humour		Sense of purpose	
tight rope®	Balancing strengths of the practitioner	tight rope®	Balancing strengths of the practitioner	tight rope®	Balancing strengths of the practitioner
16					
Can ask for help					
tight rope®	Balancing strengths of the practitioner	tight rope	Balancing strengths of the practitioner	tight rope	Balancing strengths of the practitioner



tight rope®

1
**Demands
exhaust
energy**

2
**Prescriptive
recording
formats**

3
**Duties exceed
authority**

4
**Tight
timescales**

5
**Disconnect in
the team**

6
Isolation

7
**Lack of
support**

8
**Hostility in
workplace**

9
**Lack of
mutual
respect**

10
**Tasks conflict
with values**

11
**Mounting
unfinished
tasks**

12
**Lack of
progression
opportunities**

13
**Regular
contact with
trauma**

14
**Passive
defensive
culture**

15
Low wages

16
**Not safe to
raise concerns**

1

**Demands
exhaust energy**

tight rope®



Current concerns

2

**Prescriptive
recording
formats**

tight rope®



Current concerns

3

**Duties exceed
authority**

tight rope®



Current concerns

4

Tight timescales

tight rope®



Current concerns

5

**Disconnect in
the team**

tight rope®



Current concerns

6

Isolation

tight rope®



Current concerns

7

Lack of support

tight rope®



Current concerns

8

**Hostility in
workplace**

tight rope®



Current concerns

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**Lack of mutual
respect**

tight rope®



Current concerns

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tight rope®



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tight rope®



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tight rope®



Current concerns

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**Regular contact
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tight rope®



Current concerns

14

**Passive
defensive
culture**

tight rope®



Current concerns

15

Low wages

tight rope®



Current concerns

16

**Not safe to raise
concerns**

tight rope®



Current concerns

tight rope®



Current concerns

tight rope®



Current concerns

1

**Well
managed
caseloads**

2

**Choice to opt
into specialist
areas**

3

**Specialist
training
equips staff**

4

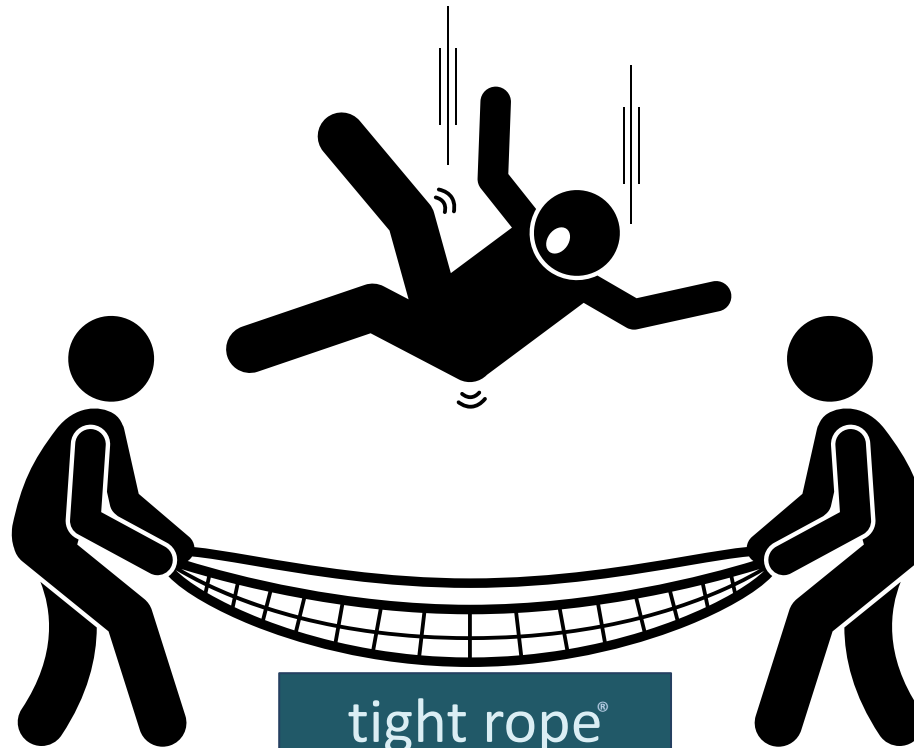
**Space to
reflect**

5

**Appropriate
resources**

6

**Remits and
roles are
clear**



7

**Can discuss
power issues**

8

**Learning
culture, open
to ideas**

9

**Staff treated
fairly**

10

**Appropriate
tools**

11

**Room to
grow and
develop**

12

**Engaging
Supportive
Leadership**

13

**Network of
support**

14

**Life outside
work**

15

**Personal
trauma
managed**

16

**Culturally
competent
Leadership**

1

**Well managed
caseloads**



tight rope®

Supportive working
environment

2

**Choice to opt
into specialist
areas**

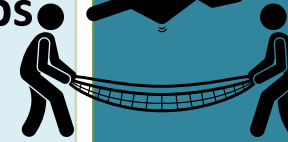


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Supportive working
environment

3

**Specialist
training equips
staff**

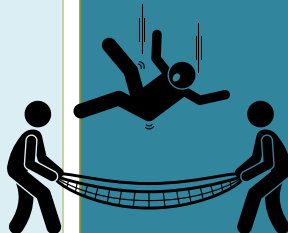


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Supportive working
environment

4

**Space to
reflect**

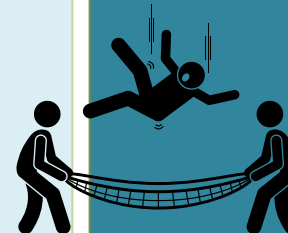


tight rope®

Supportive working
environment

5

**Appropriate
resources**

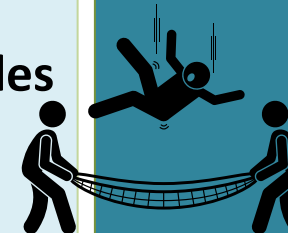


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Supportive working
environment

6

**Remits and roles
are clear**

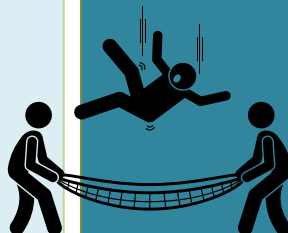


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Supportive working
environment

7

**Can discuss
power issues**

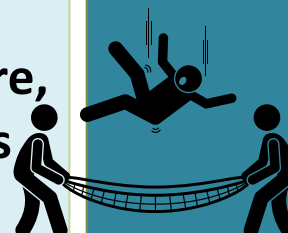


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Supportive working
environment

8

**Learning culture,
open to ideas**

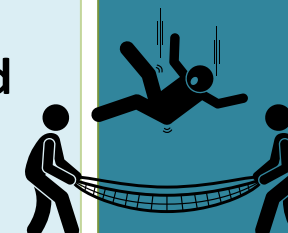


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Supportive working
environment

9

**Staff treated
fairly**

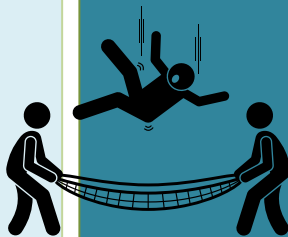


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Supportive working
environment

10

**Appropriate
tools**

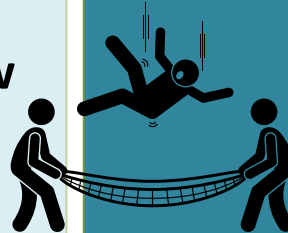


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Supportive working
environment

11

**Room to grow
and develop**

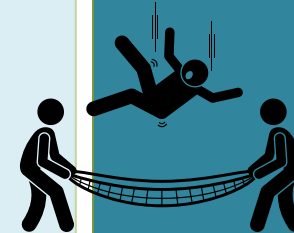


tight rope®

Supportive working
environment

12

**Engaging
Supportive
Leadership**

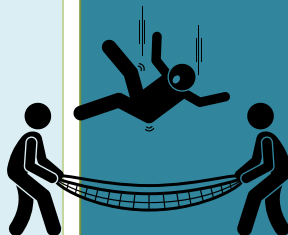


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Supportive working
environment

13

**Network of
support**

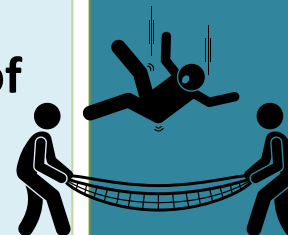


tight rope®

Supportive working
environment

14

**Life outside of
work**

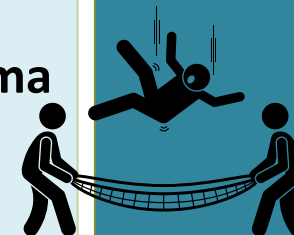


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Supportive working
environment

15

**Personal trauma
managed**

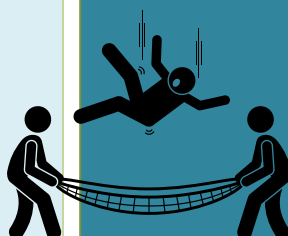


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Supportive working
environment

16

**Culturally
competent
leadership**



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Supportive working
environment



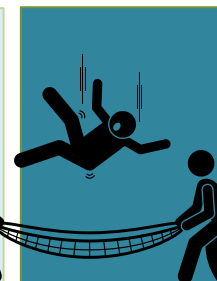
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Supportive working
environment



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Supportive working
environment

1
**Making
decisions for
myself**

2
**Feeling ok in
myself**

3
Health / Life

4
**Giving to
others**

5
Recognition

6
**Doing well at
something**

7
**Culture and
routines**

8
Belonging

9
**Being close
to others**

10
**Being
creative**

11
**Having
enough
information**

12
Being active

13
Being active

14
Being active

15
Being active

tight rope®



1

**Learn to deal
with stress**

tight rope®



Steps needed

2

Be mindful

tight rope®



Steps needed

3

Get support

tight rope®



Steps needed

4

**Make / keep
positive
connections**

tight rope®



Steps needed

5

**Learn or
develop skills**

tight rope®



Steps needed

6

**Take time to
relax**

tight rope®



Steps needed

7

Self-care

tight rope®



Steps needed

8

**Actively reflect /
self assess**

tight rope®



Steps needed

9

**Establish
boundaries**

tight rope®



Steps needed

10

**Record
uncertainties**

tight rope®



Steps needed

11

**Learn time
management**

tight rope®



Steps needed

12

**Accept
infallibility**

tight rope®



Steps needed

13

Let go of worries

tight rope®



Steps needed

14

**Celebrate
sparkling
moments**

tight rope®



Steps needed

15

Remain hopeful

tight rope®



Steps needed

tight rope®



Steps needed

tight rope®



Steps needed

tight rope®



Steps needed