

working honestly

A zine for reflecting on your professional
scope of practice

Created by fractals co-op in solidarity with people who want work that is creative, meaningful, supports flourishing, and helps to meet our collective needs.

What this is

This is a zine for reflecting on your professional life so you can describe your scope of practice and consider your boundaries. You may think about or know these things implicitly but we hope this zine helps you spend focused time to think more deeply and make connections between your skills, knowledge, wants, and needs. But what do we mean by professional scope of practice?

We like the definition of scope of practice written by the UK Health & Care Professions Council: “Your scope of practice is the limit of your knowledge, skills and experience and is made up of the activities you carry out within your professional role.” Knowing your scope, and staying within it, means you can work safely, honestly and effectively.

When considering your scope, you might want to also consider your boundaries- the things you want to protect from your work life.

For some people, work is something that there is no choice about doing. In most work there is some kind of interaction with other humans and non-humans; all of those interactions shape us and are shaped by us. We hope this zine can guide you in thinking about how kindness, gentleness, self-advocacy and mutuality can play parts in how and why you work.

Inspiration

This zine was inspired by a few things:

- Our journey to becoming a worker cooperative. Moving from being employees and academics to workers who democratically control and collectively own a company is changing our relationships to work, money, and power. We are feeling the physical and emotional benefits of having the freedom to develop creative practice grounded in care and dreams of different futures while living under capitalism. The prompts and activities in this zine are things we use ourselves.
- An article by KA McKercher called 'Why (co)designers need a professional scope of practice'. This article gave us language and a simple (yet challenging!) framework for articulating our skills and limits to ourselves and to the people we work with and for. KA helped us understand that knowing our scope of practice can help us be accountable, set boundaries, develop our skills, and notice where we can and should partner with others who have knowledge and experiences that we don't.
- People who have shared their thoughts and ideas about previous iterations of the prompts and activities in this zine. Special thanks to Beth, Dawn, Jen, Katherine, Kris, Louise, Morvern, Paddy, Rebecca and Stephanie.

How to use this

On each page, there are prompts with short explainers for you to reflect on and respond to. You can use this alone as a journaling tool or in a group for discussion. You can write words, sketch, collage, doodle or anything else that helps you express a thought or feeling. You can reflect on each prompt one by one or you can focus on the ones that feel good right now.

At the end, there are ideas for things you can do to process and make sense of your reflections. We encourage you to spend time with your responses to find patterns, see connections and shine a light on revelations.

Sometimes looking at images, random words, or listening to music as you reflect can help you balance verbal, active or judgemental thinking and creative, intuitive knowing.

We hope this resource helps you see things in a different way to get a better view of where you'd like things to change or to affirm things are where you want them to be.

Prompts

What are your values?

What things are important to you?

Your values are, well, the things you value in life. They can be things like hope, dignity, fairness, security... the list could go on forever. This prompt is for thinking about what your values are and how you live them in your work.

Why do you work?

Living under capitalism, we know. But aside from making money to meet living costs, are there other reasons you work?

Work can provide companionship, learning opportunities, perks, and more. This prompt is for thinking about how you spend your time and energy, and why.

Why do you do the kind of work you do?

Why do you work in your specific profession or role(s)? How do your motivations align with your values?

We can be drawn to certain professions for lots of reasons and through all sorts of pathways. This prompt is for thinking about why you have chosen to work in the field you are in and how you got there.

Prompts

What are the things you know how to do?

What are the things you know and can do? What do you bring to the work you do?

It is important to be honest with yourself and the people you work with about the limits of your skills and knowledge. This prompt is about your professional scope and to think about the things you have gained through education, life experiences, training, peer learning and other places.

What are the things you know how to do but you might not want to?

What skills, experiences and knowledge do you have that you might want to keep ?

You have the right to share what you want about yourself, when you want. This prompt is for thinking about things you know or can do but you don't want to do because you don't enjoy it, because it means sharing something personal, because it upsets you, or because it doesn't line up with your values. These can be straightforward no-go areas or things you might do only if certain conditions are met.

Prompts

What do you want to do more of?

Are there things you have lost that you want to reconnect with?

Sometimes there aren't many opportunities to use our favourite skills or knowledge at work and we can lose touch with them. This prompt is for thinking about the things you really enjoy doing and would like to do more of.

Are there areas of your current scope you'd like to extend?

What skills or knowledge would you like to develop or find through collaboration?

Extending your scope can be things like training or having relationships with people who have skills you don't have so you can team up.

How do you keep accountable?

How can you try to make sure you are upholding your values in your work and to yourself?

Keeping accountable means taking responsibility for doing things you have committed to do. This prompt is for thinking about the tools, people or activities you can put in place to keep you accountable.

Making sense of your reflections

Here are some suggestions about how you can make sense of your reflections.

Find patterns

Go through your reflections and underline words and ideas that appear more than once. Do you see anything surprising? Are there any messages coming through your words and ideas?

Cluster your reflections

Organise your prompt responses to see where they overlap, link or diverge. There may be things that are interdependent, complementary or look like they create stepping stones to something.

Say things out loud

What does it feel like to hear yourself say your reflections out loud? Sometimes, if we hear ourselves speak, we get a better sense of what we stand for, and where tensions between our values and realities are. This could be an especially helpful exercise if some of your boundaries feel difficult to put out there, for example having to say no or negotiating things for yourself.

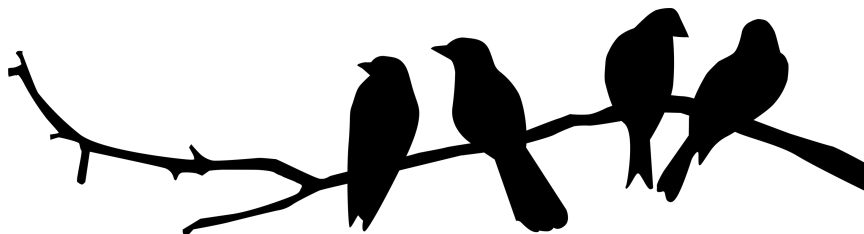
Making sense of your reflections

Write yourself a letter

Think about having a conversation with yourself about your reflections like you would with a close friend or family member. What would you say to them after looking at your prompt responses? What would you say you notice the most? What would you advise?

Speak to someone

Talking to someone about your reflections or the feelings you have about them could be a big help to make sense of everything. A peer, your therapist, colleagues, partners- whoever you feel safe and comfortable with.



Notes

Created by fractals co-op. We are a small worker co-operative with members in Glasgow, Newcastle and Manchester. We're building a future where:

- Vulnerable, honest, and caring relationships are the norm in every part of our lives, so people feel safe, and are able to meet their needs and desires
- Power is wielded carefully, consensually, and collaboratively, so people are able to dismantle systems of oppression, advocate for themselves, and take decisive actions
- Work is focused on creative, meaningful collaboration that supports people's flourishing and that helps to meet our collective needs as a society.

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