

Competencies for Person-Centred Thinking Tools

The Learning Community for Person-Centred Practices

Core Person-Centred Thinking Tools to be included in all training

Additional Person-Centred Thinking Tools

Appreciation

Competency: Appreciation

What is it? (Skill)

Gathering a list of the positive characteristics about the person, their gifts and capacities by learning what others like, admire or value in the person. This informs the person's one page profile, is used in person-centred reviews and helps us understand about where the person's gifts could benefit others (for example in 'matching' or community connecting) as well as themselves.

What do I need to know? (Knowledge)

- The importance of appreciation to people's self esteem.
- How to distinguish between an appreciation and 'faint praise'.
- Where this information goes on a one-page profile, person-centred plan, support plan or part of the person-centred review process.
- How to use this information to identify opportunities for people to use their gifts and talents for themselves and others.

What do I need to do to gather information and use it? (Behaviour/Attitude)

With an individual

- Find out what the person likes about themselves (if they are comfortable to share this).
- Use a relationship circle with the person to learn who to talk to and listen to.
- Decide on the best way to gather the information from each person.
- Contribute what you appreciate about the person in their person-centred review (person-centred planning meeting, Planning Live etc).
- Support the person to review what people appreciate about them and how/where to use this.
- Think with the person (and their Circle/team) about how their gifts and skills can be used more in their own life and to contribute to others/community.

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Within a team

- Use team meetings to gather and share appreciations in a way that feels comfortable for the team.
- Help staff reflect on what people appreciate about them and how this can be used or developed in their life, within the team or with people supported.
- Use appreciation and gifts as part of positive risk-taking. These may be the resources that provide a solution to the concerns surrounding the risk as the process is explored.
- Use one-to-one/person-centred supervision to share what you appreciate about the staff member.
- Use this information within a person-centred team plan.

What does 'good' look like (Standards)

- Strong positive statements (not 'usually' or 'sometimes').
- The statements would be seen as valued by others (not faint praise such as 'is often friendly').
- Focus on characteristics as well as important gifts and skills (not 'can dress himself').
- Clear, everyday language with no jargon or 'service speak'.

How can I demonstrate that I understand and practically apply the tools correctly? (How can this be assessed?)

- The person can describe, by giving specific examples:
- How they demonstrate respect for the person.
- How they identify with the person who else to involve.
- Different ways that appreciations can be gathered from other people (individually and in a group).
- How the person decides which appreciations go into their one-page profile, person-centred plan or support plan.
- How appreciations and gifts are used in matching support.
- How appreciations can be used in community connecting and contributions (for example, being a good neighbour).
- How this information is included in a one-page profile, person-centred plan or support plan.

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What connects to this?

One-page profiles, person-centred plans and support plans, relationship circle/map.

Advanced – further information and enhanced skills

- Learn about Appreciative Inquiry.
- Explore different ways to creatively display and share appreciations – see Celebrating Families, and A Practical Guide to Delivering Personalisation - Person-Centred Practice in Health and Social Care.

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