**Practice Guidance:**    
**This is what we would expect to be reported back from the families and young people we work with if we take a systemic approach to practice**

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Understand that the worker is there as an ally to promote change, not highlight deficits.

Aware of what change is needed and how this is going to be achieved. Understand that they are part of the process.

Feel they have more choice in their actions and behaviour through increased awareness gained via direct work.

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Have a sense of being heard and understood

Feel like they are being treated as experts of their own lives

Feel less blamed for their situation

## Show an increased awareness about patterns of behaviour in their family, be it generational scripts or communication patterns

Are less stuck and more hopeful that change can be achieved

Feel supported in making sustainable changes

Have better relationships with their workers

Recognise that their resilience as a family has increased. Their strengths have been emphasised, and self-esteem & confidence is being built

Feel better equipped to reflect on & understand their own lives

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Recognising where change is needed \* Being intentional in work proposed \* Monitoring progress

**Practice Guidance: What we would expect to see in supervisions (inc. group supervisions) when Systemic practice is applied** - For more detail click [here](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fproceduresonline.com%2Ftrixcms%2Fmedia%2F7545%2Fwhat-we-would-expect-to-see-in-supervision-1.docx&wdOrigin=BROWSELINK)

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**KEY POINTERS - What we would expect to see of a worker who is practising   
systemically** – For more details click [here](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fproceduresonline.com%2Ftrixcms%2Fmedia%2F7544%2Fthis-is-what-we-would-expect-to-see-of-a-practitioner-who-is-working-systemically-1.docx&wdOrigin=BROWSELINK)

Ensure the   
family are aware of where change is needed and are part of how this will be achieved

*Work from a joint responsibility,   
collaborative   
position*

Look for patterns;

be mindful of   
context &   
function of behaviours

Help families to   
reflect on their lives and develop  
awareness

Lots of   
curiosity

Formulate  
 hypotheses & keep testing them out; use them to inform work

*Ask questions in a thoughtful way: explore new possibilities &   
create difference in thinking*

Be strength based as well as risk focused

Ask “How can I be helpful?”

Recognise that there are multiple versions and   
perspective on a story/event

Use tools as   
interventions such as genograms, life maps and ecomaps

The family will be  
 recognised as the   
experts of their own lives

*Acknowledge the power differences*

*Seek to   
facilitate and   
encourage change by building on strengths*