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Pre-PIVOT: The Commemorative Trophy for Good Works

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The Commemorative Trophy for Good Works

Purpose

This activity aims to encourage reflection on professional values and on skills development through exploring some of your own views about yourself as a social worker.

When

At any time in training, but probably a few months in when there is a sense of 'the social worker I would like to be' developing. Also appropriate for post-qualifying settings.

Where

This can be a lone activity, but is usually more meaningful and powerful when there is a dialogue with another person. It is a good peer-to-peer workshop exercise and can also be a verbal activity.

Facilities and equipment

- Instruction sheets
- Pens

Time required

A minimum of twenty-five minutes for each participant.

Activity

Imagine that you are coming to the end of your working life as a qualified social worker and you are going to be presented with a commemorative trophy for 'good works'. Think of a statement about you as a social worker that you would like to see inscribed on this trophy.

When you have composed your statement, write it in box A.

Box A 😊	Box B ☹️
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Now, can you think of a statement which means the opposite of that for you?

Write this in box B.

Here's an example:

<p>Box A ☺</p> <p><i>Rachel: She was always respectful, listened well and could see things from the service user's point of view.</i></p>	<p>Box B ☹</p> <p><i>Rachel: She seemed not to care much about others and was fixed in her own ideas.</i></p>
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Now think about your statements in different ways. Below are some questions you can explore. Allow time, and when it seems you cannot think of anything else to write down, ask yourself (or if you are helping a colleague with this, ask them) 'what else?' – in case there is more to say.

1 Why is the statement you have chosen important to you?

(There may be several reasons. Once you think of one, you may think of more. That's fine – write them all down.)

2 How would you know if you are living up to your statement?

- a) Describe in detail what **others** would be saying and doing that would tell you that you were working according to your desired statement. Write as many descriptive statements as you can in the following box. 'Others' can include colleagues, service users, supervisors, managers ... whoever you wish, in the context of your work.

- b) Describe in detail what **you** would be saying and doing that would tell you that you were working according to your desired statement. Again, think on this for a while and write as many descriptive statements as you can in the following box.

- 3 Think about your practice now. How can you describe it in relation to the two statements in boxes A and B? Do you feel your practice is closer to one statement than to the other?

- 4 What do you need to develop further in your practice to move closer to your desired statement? Try and be as detailed as possible.

For instance, in our example Rachel may write 'more listening skills' in the box below. This is a good starting point but she would then need to think in more detail: What is it that makes up listening skills? Which aspects of these skills does she want to develop further?

So, try and break down the ideas you come up with into specific statements and micro-skills. Here are a couple of examples of this that Rachel may have come up with:

- I will concentrate more on what others are saying to me
- I will check with them if I'm not sure
- I will try to paraphrase what they have said

Please don't feel restricted to these questions. If there are ways in which you want to think about your statements that you find helpful, then develop your own ideas.



Has this activity raised further thoughts or questions that you want to remember or that you want to explore further? Jot them down here.