Practitioner

tight rope®

Cards for printing

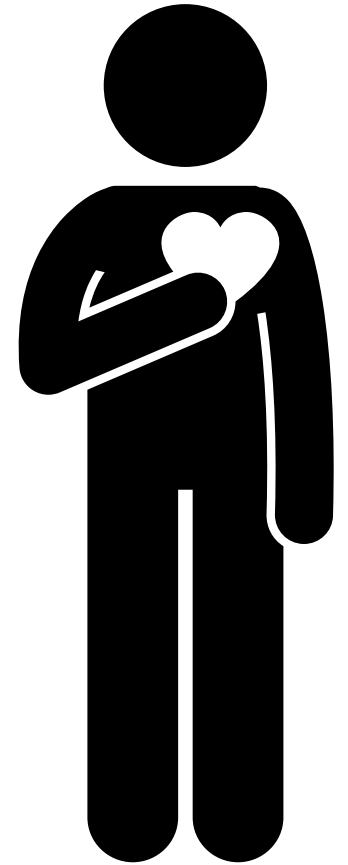|			
1 **Making decisions for myself**	2 **Feeling ok in myself**	3 **Health / Life**	4 **Giving to others**
5 **Recognition**	6 **Doing well at something**	7 **Culture and routines**	8 **Belonging**
9 **Being close to others**	10 **Being creative**	11 **Having enough information**	12 **Being active**

1 Making decisions for myself

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Values / Motives

2 Feeling ok in myself

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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		Values / Motives	

tight rope®

Having enough information		Values / Motives	

tight rope®

12			
Being active		Values / Motives	

tight rope®

13			
		Values / Motives	

tight rope®

14			
		Values / Motives	

tight rope®

15			
		Values / Motives	

tight rope®

16			
		Values / Motives	

tight rope®

		Values / Motives	

tight rope®

		Values / Motives	

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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

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Warning signs of losing balance

2 Compassion fatigued

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Warning signs of losing balance

3 Capacity distress

tight rope®

Warning signs of losing balance

4 Cynical

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Defensive practice

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Bottling emotions

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Often late

tight rope®

Warning signs of losing balance

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Inaccurate assumptions

tight rope®

Warning signs of losing balance

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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

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1

Help I've had

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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

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Training prepared me for the job

tight rope®

Positive foundations

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Had opportunities to reflect

tight rope®

Positive foundations

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Found solutions

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Maintained self-belief

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Good time management

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Stable financial organisation

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Collaborative experiences

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Strong team value base

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Sense of team identity developed

tight rope®

Positive foundations

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Peer support received

tight rope®

Positive foundations

15
Overcame difficulties

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Positive foundations

16
Differences accepted and respected

tight rope

Positive foundations

tight rope

Positive foundations

tight rope

Positive foundations

!?

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**

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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

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Past concerns

2

Staff treated unfairly

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Past concerns

3

Target driven environment

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Past concerns

4

Others haven't valued our work

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Past concerns

5

Process orientated systems

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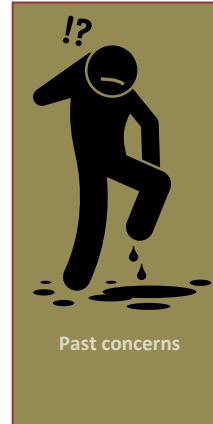
Past concerns

6

Year on year cuts

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Past concerns

7

Responsibility has been diluted

tight rope®

Past concerns

8

Critical incidents

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Past concerns

9
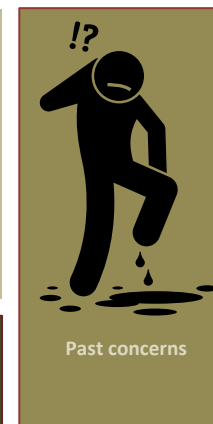
Mismatched allocations

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Past concerns

10

Lack of reward

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11

Maintained poor practice cycle

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12

Exhausted workforce

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13
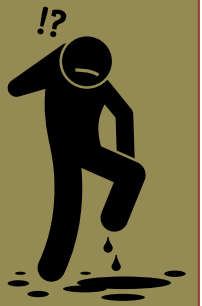
Agency values contradictory

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14

Can't show what feeling

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15

Personal history of trauma

tight rope®

tight rope®
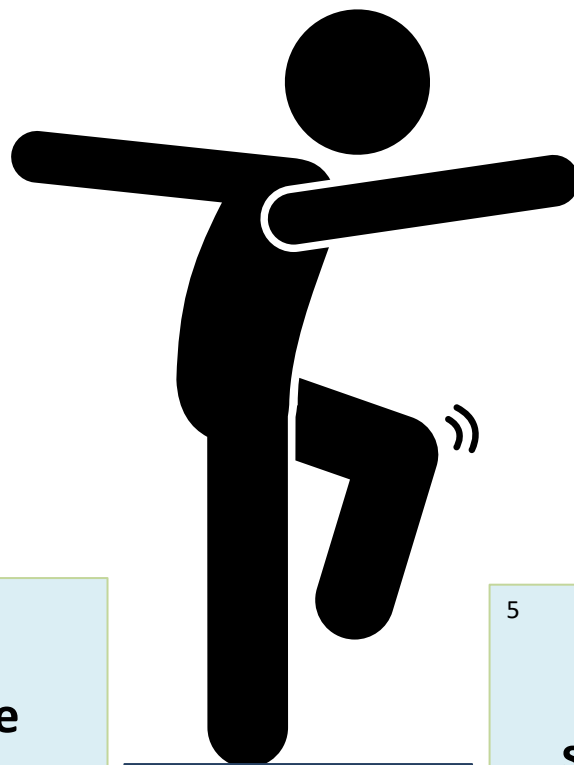
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1 **Persistence**			2 **Emotional management**
3 **Accurate empathy**	4 **Flexible**	5 **Find solutions**	6 **Critically reflect**
7 **Professionally capable**	8 **Curious and open**	9 **Socially competent**	10 **Optimistic**	11 **Manage stress**
12 **Can respect self and others**	13 **Manage time and energy well**	14 **Sense of humour**	15 **Sense of purpose**	16 **Can ask for help**

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1

Persistence

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Balancing strengths of the practitioner

2

Emotional management

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Balancing strengths of the practitioner

3

Accurate empathy

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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

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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

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Optimistic

tight rope®

Balancing strengths of the practitioner

11

Manage stress

tight rope®

Balancing strengths of the practitioner

12

Can respect self and others

tight rope®

Balancing strengths of the practitioner

13

Manage time and energy well

tight rope®

Balancing strengths of the practitioner

14

Sense of humour

tight rope®

Balancing strengths of the practitioner

15

Sense of purpose

tight rope®

Balancing strengths of the practitioner

16

Can ask for help

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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

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Current concerns

2 Prescriptive recording formats

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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

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Current concerns

7 Lack of support

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Current concerns

8 Hostility in workplace

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Current concerns

9 Lack of mutual respect

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Current concerns

10

Tasks conflict with values

tight rope®

Current concerns

11

Mounting unfinished tasks

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Current concerns

12

Lack of progression opportunities

tight rope®

Current concerns

13

Regular contact with trauma

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

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Current concerns

tight rope®

Current concerns

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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
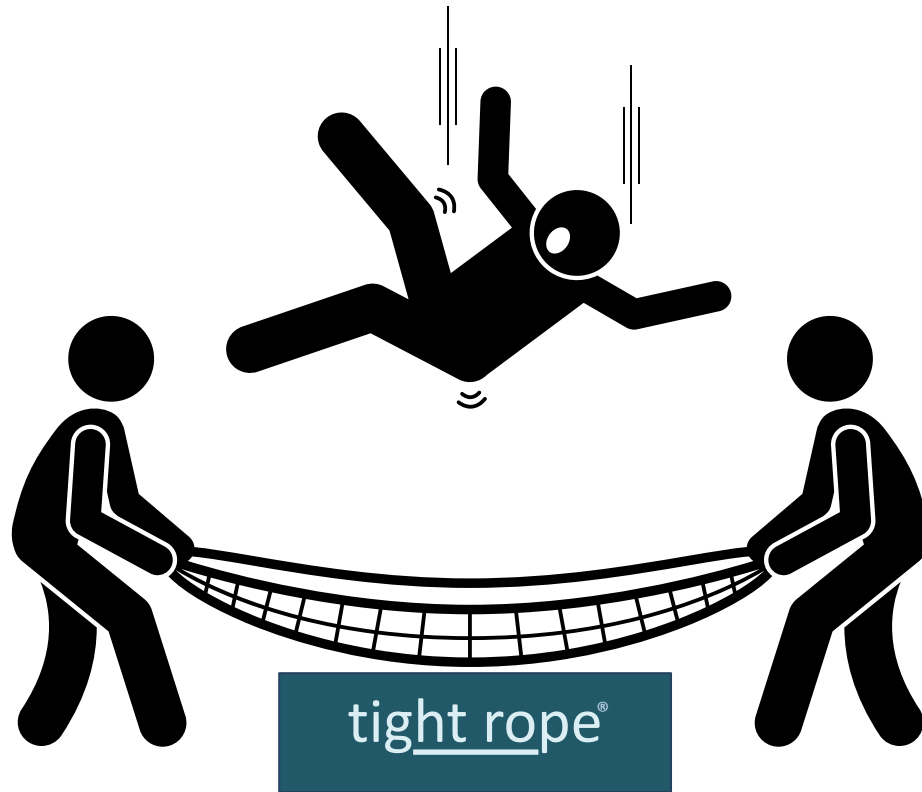
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1 Well managed caseloads

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Supportive working environment

2 Choice to opt into specialist areas
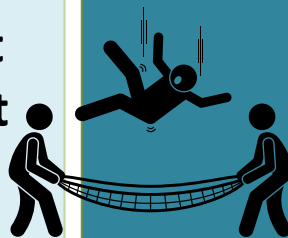
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Supportive working environment

3 Specialist training equips staff
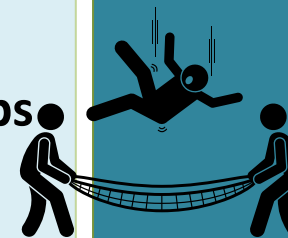
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Supportive working environment

4 Space to reflect
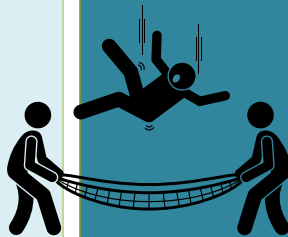
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Supportive working environment

5 Appropriate resources
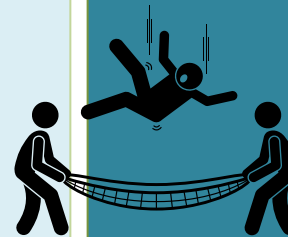
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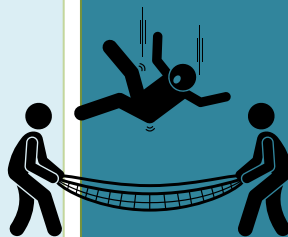Supportive working environment

6 Remits and roles are clear
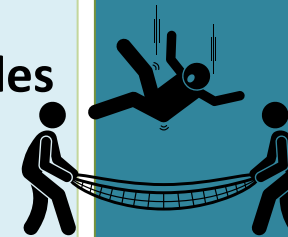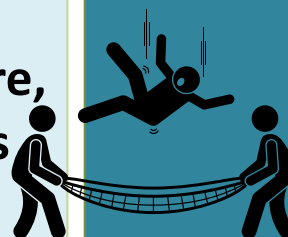
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Supportive working environment

7 Can discuss power issues

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Supportive working environment
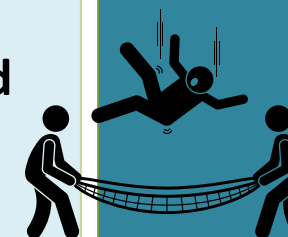
8 Learning culture, open to ideas

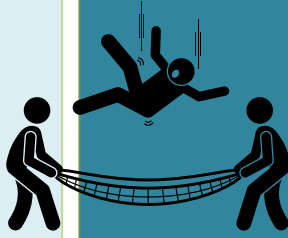tight rope®

Supportive working environment

9 Staff treated fairly

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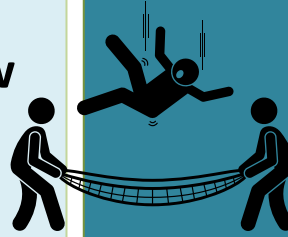Supportive working environment

10

Appropriate tools

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Supportive working environment
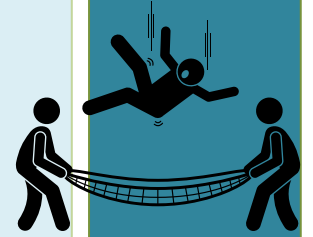
11

Room to grow and develop

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Supportive working environment

12

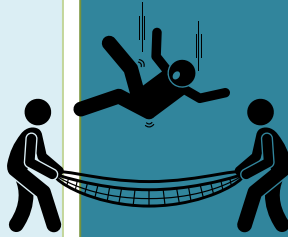## Engaging Supportive Leadership

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Supportive working environment
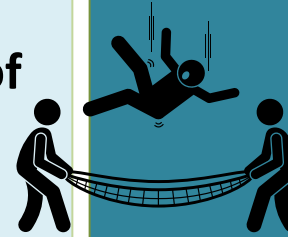
13

Network of support

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Supportive working environment

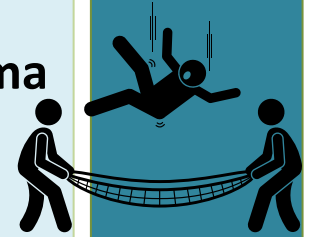**14**

Life outside of work

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Supportive working environment

15

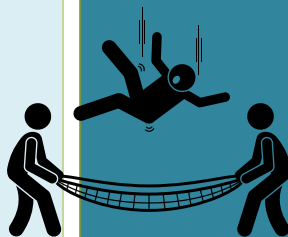## Personal trauma managed

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Supportive working environment

16

Culturally competent leadership

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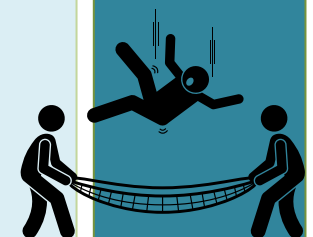
Supportive working environment

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Supportive working environment

tight rope®

Supportive working environment

1
Learn to deal with stress

2
Be mindful

3
Get support

4
Make / keep positive connections

5
Learn or develop skills

6
Take time to relax

7
Self-care

8
Actively reflect / self assess

9
Establish boundaries

10
Record uncertainties

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11
Learn time management

12
Accept infallibility

13
Let go of worries

14
Celebrate sparkling moments

15
Remain hopeful

1

Learn to deal with stress

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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		11		12	
Record uncertainties		**Learn time management**		**Accept infallibility**	
tight rope®	Steps needed	tight rope®	Steps needed	tight rope®	Steps needed

13		14		15	
Let go of worries		**Celebrate sparkling moments**		**Remain hopeful**	
tight rope®	Steps needed	tight rope®	Steps needed	tight rope®	Steps needed

tight rope®	Steps needed	tight rope®	Steps needed	tight rope®	Steps needed