

Enabling Reflection in Social Work: Towards A Psycho-Social Model

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Reflecting on Reflection

- Reflect on this scenario:

'A middle aged, white, male social worker undertakes a piece of life-history work with a young, black, female child from an emotionally insecure and socially deprived background'

How might these very different personal and social characteristics affect their interaction?



Overview of the Presentation

- How the model was developed
- What the model comprises
- How the model will be rolled out



How the Model was Developed

- NISCC/ Degree Partnership Conference – 2011
- Tender to evaluate the model
- Focus group research
- Reaching an agreed iteration of the model

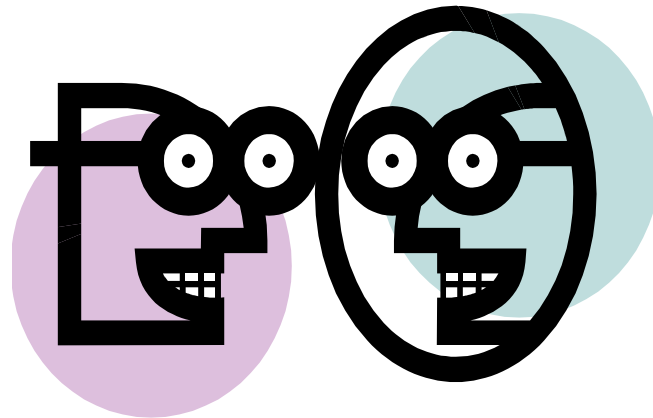
Overview of the Model

- The domains shaping the person
- The enabling process using the domains

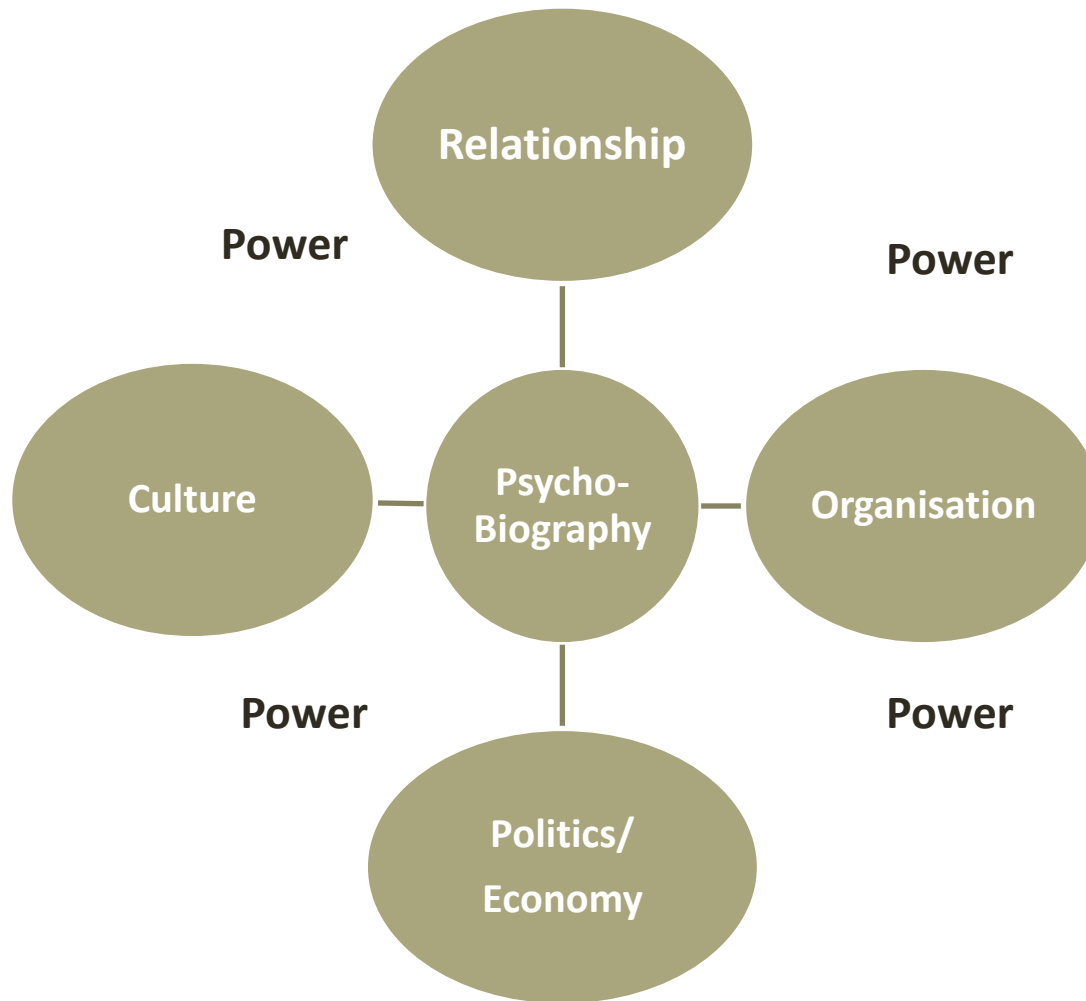


Applications

- Practice learning
- Supervision
- Coaching
- Mentoring
- Consultation

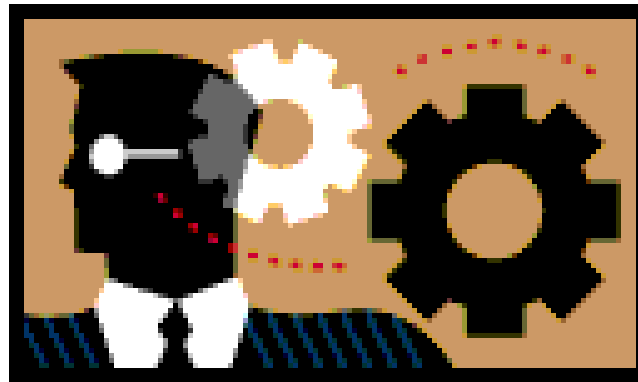


The Domains

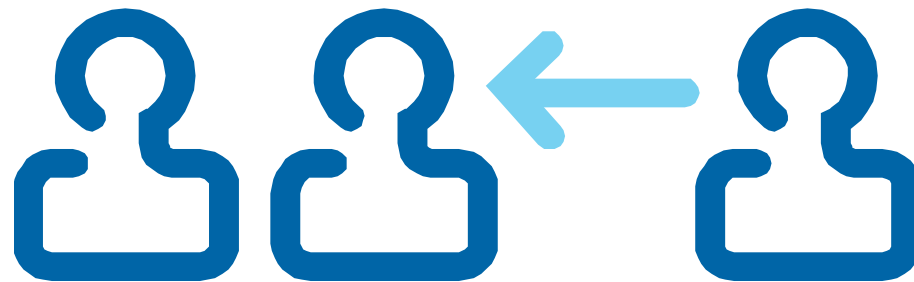


The Domain of Psycho-Biography

- The life-course
- Significant events
- Narratives



Connections

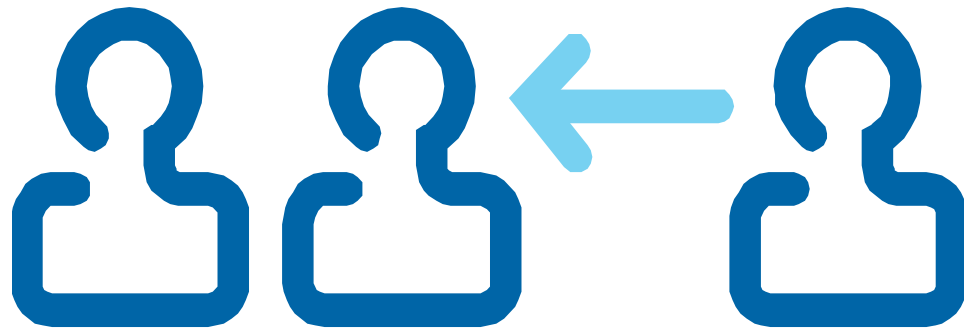


The Domain of Relationship

- The importance of human relationship
- Attachment theory
- Identity



Connections

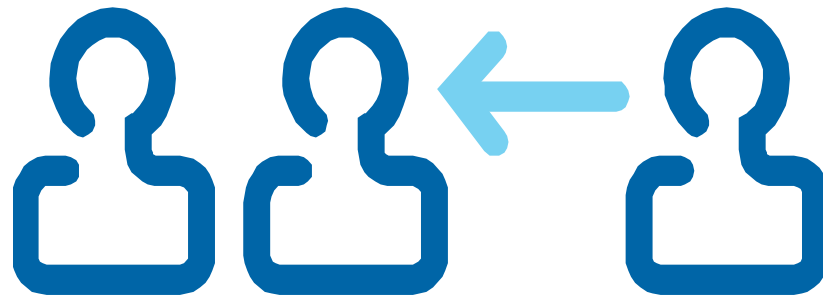


The Domain of Culture

- The material
- The symbolic
- Morality
- Culture and power

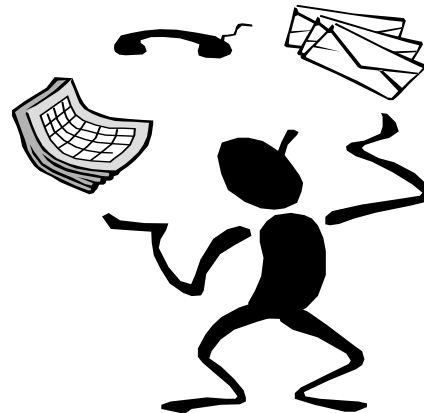


Connections

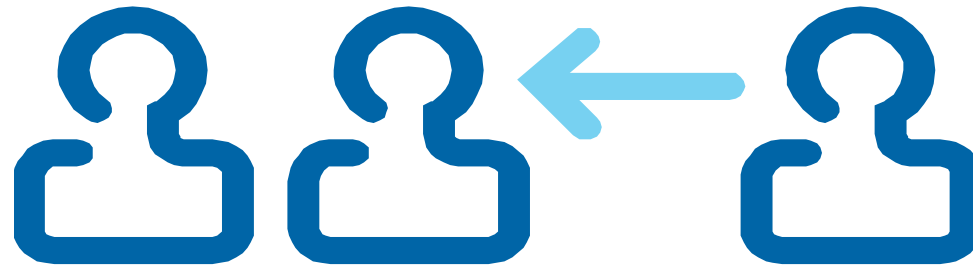


The Domain of Organisations

- Contact with formal organisations
- Key features



Connections

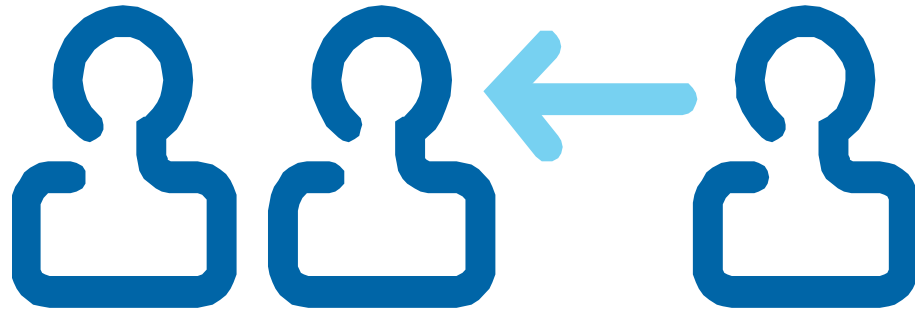


The Domain of Politics/Economy

- Neo-liberalism
- Commodification
- Inequality



Connections



Power



- Power circulates through all of the domains
- Power comes from the ‘top-down’ and ‘bottom-up’
- Power shapes thinking and emotion
- Power affects knowledge and ideology
- Power is enabling and constraining
- Power leads to the unequal distribution of resources (monetary, status, symbolic, educational)

To summarise so far....

Psycho-
Biography

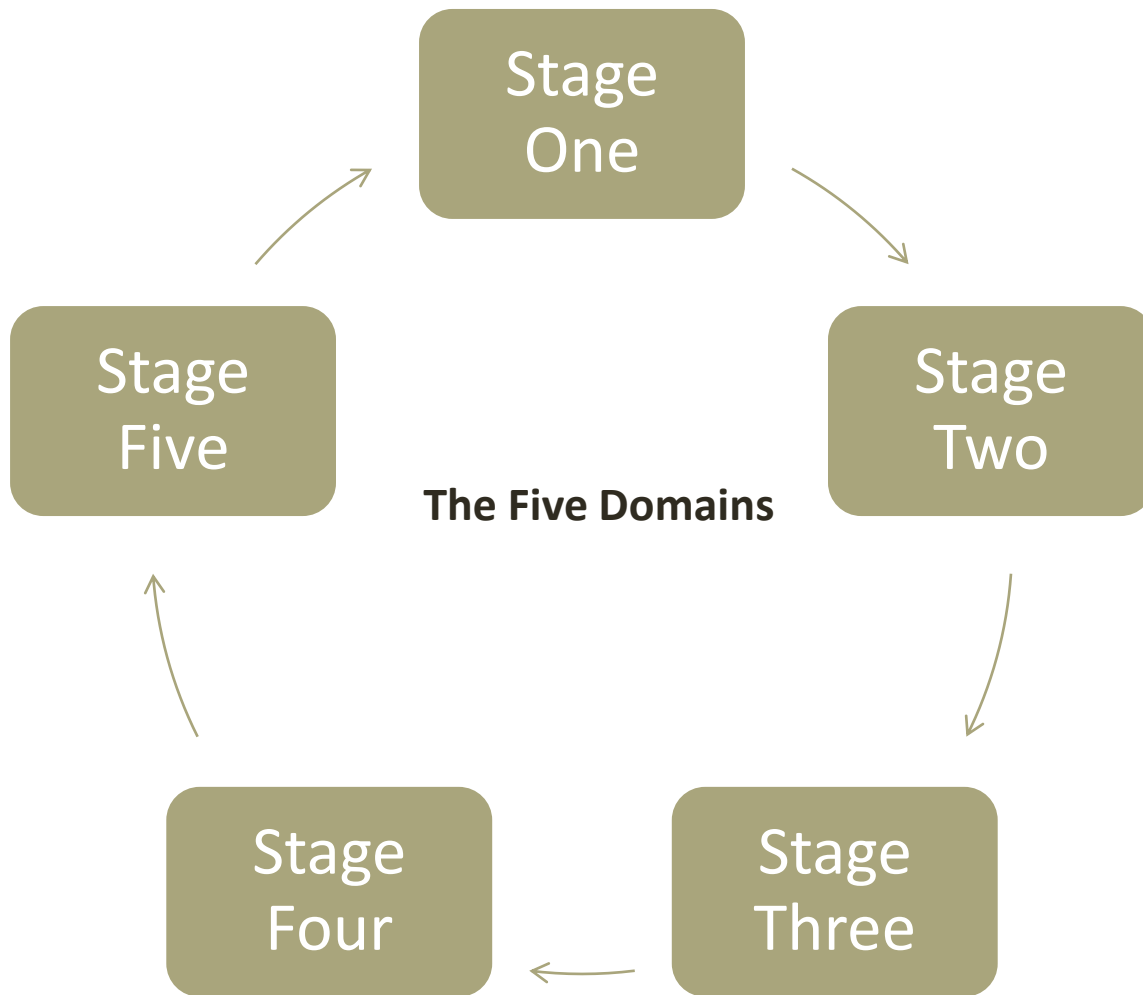
Relationship

Culture

Organisations

Politics/Economy

The Enabling Process



Overview of the Enabling Stages

- **Stage One** – supervisor and supervisee apply the domains to themselves
- **Stage Two** – supervisor and supervisee consider how the domains shape interaction during the enabling process
- **Stage Three** – supervisor and supervisee apply the domains to tune into the service user's needs and plan the social work process
- **Stage Four** – supervisor and supervisee apply the domains to reflect on the supervisee's engagement with the service user
- **Stage Five** – supervisor and supervisee review the learning from this process by combining stages one to four



Potential Outcomes

- Tackling bias
- Challenging oppression
- Connecting empathically with service users
- Enhancing insights into risk and need
- Strengthening supervision
- Promoting good governance and best practice



Rolling the Model Out

- Dissemination
- Use in various enabling contexts
- Impact

