

# Change it

## Don't just Reframe it



As we all know change, of any kind can be difficult. Where a change affects large numbers of people it can be especially daunting, so much so, that we naturally find a way to limit or even reduce the impact of the change, preferring the status quo.

We don't like, want, understand or even care for the change. We convince ourselves that the change won't work and then find ways to prove ourselves right. Often creating the situation for the change to fail. In order for us to avoid this truth of human psychology, we simply reframe the situation and our responses to the need for change.

For decades, it has been highlighted within Social Care that the communication and working relationships between Young People, their carers and their professionals has not been as effective as it could be, in supporting improved outcomes for the young people. This a prime example of a change being needed. Yet, the operational response has been to reframe the situation. Spending a small fortune on training the professionals on various awareness programmes and the carers being offered situational awareness programmes,. With little or no work with the young people directly around their own communication skills. So the situation is reframed by claiming the awareness's have been increased. To this I offer my congratulations to the system for successfully deflecting the need for change and wasting valuable finances and time, to achieve zero difference to the outcome needed. That of improving the communication and working relationships between young people, carers and professionals.

It may seem the obvious solution is to increase the communication skills training for the professionals and let this filter through the system. I would argue against such a 1 dimensional approach as it does not support the carers or the young people to develop themselves. It only reinforces the approach of reframing and ignores the fact that for effective communication to exist and survive, all parties must have some core foundations in place, within their own understandings of themselves. It is clear that for many young people these foundations are either missing or depleted due to their life experiences.

With ever increasing workloads, reducing funds and a depletion of experienced professionals & carers it is more imperative than ever that there is a change in the systematic approach that allows the 3 primary players in social care to develop and maintain effective communication.

I believe that the key to ensuring that communication and working relationships, is the same for everybody, whether connected to social care or not. That key is, solid foundations and core skills. These are the lynchpin to all of our successes. By bringing young people, carers & professionals together it is possible to develop and nurture those core skills and give life to effective communication between all 3 groups. Building trust, improving knowledge and awareness, providing young people with a skills platform from which they can engage and succeed.

The Hive's Rampage Programmes are the only programmes specifically designed for this purpose.

For more details go to: [www.thehiveinfife.com](http://www.thehiveinfife.com)