Format for outcome focused reflective groups

Introduction

• Welcome the group
• Explain the structure and principles of: time, confidentiality, respect

Preparation: roles and responsibilities of the group

• Introduce them to their role of ‘reflective colleague’
• Invite the group into the spirit of collaborative learning where they will:
  - listen hard
  - offer insights
  - explore from different perspectives
  - empathise with the people described
  - consider family dynamics
• Invite the group to try not to ask too many questions or give advice about services
• Invite the group to start from a position of empathic understanding: “What will I notice about the practitioner’s strengths, the challenges and dilemmas?”
  “What will I notice about the family’s/carer’s strengths and challenges?”

Process

• Ask the practitioner to briefly set the scene
• Invite the group to explore the person’s/family’s/network’s:
  - strengths (consider drawing a strengths map)
  - priority risks (formulate a risk management plan from the family’s perspective)
  - good enough outcomes (explore an outcomes paragraph from the family’s perspective)
• Invite the group to explore and identify:
  - where are we now?
  - what needs to happen?
  - where do we want to be?
• Listen for and comment on the practitioner’s skills
• Articulate the challenges
• Describe the dilemmas
• Resist taking on an expert role
• Formulate reflections rather than questions: “It sounds like….” “It’s as if….”
• Follow the open questions to explore the heart of the matter

Endings
• Highlight strengths:
  - of the practitioner and of the reflective team
• Consider challenges and next steps for the practitioner, ask “Where does that leave you”?
• Explore learning in the group: “What will you take away from this into your own work”
• Plan next date and close