

# 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