

# Values: strengths-based practice

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Explains the values people need to work in a strengths-based way.

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Explains the values people need to work in a strengths-based way.

Our values are the things we feel are important, and the way we behave should reflect our values.

We all see things differently, but everyone in an organisation should try to have – and work to – some shared values.

If you're a social care worker, for example, you'll need to follow the [Code of Professional Practice](#).

Some common values in strengths-based practice are:

- working together
- focusing on the other person
- showing empathy
- being open
- respect other people
- being curious
- promoting autonomy.

These values are reflected in the [Social Services and Well-being \(Wales\) Act 2014](#). The Act aims to improve the well-being of people by giving them voice, choice and control.

## **Working together**

It's important to work with the people you're supporting, to better understand what matters to them.

Other people – including the person’s family and colleagues – can help you to learn more about the person, and give you an opportunity to share information, skills, and resources to achieve what matters.

## **Focusing on the person**

When we work in a strengths-based way, we try to understand, respect and include someone’s unique needs, values, and choices.

## **Be empathetic and compassionate**

Strengths-based practice depends on a good connection with the person you’re supporting.

When you’re empathetic – and imagining what it’s like to be in their situation – you can better understand their feelings and experiences.

When the other person feels that you understand them, they feel safe to share with you how they really feel about their choices and situation.

## **Be open, honest and clear**

If we’re open, honest and clear when we communicate, we can nurture better relationships with the people we work with and the people we support.

We should really listen to other people’s ideas, concerns, and feedback – it helps us to find out **what really matters** and build trust. It also means we’re treating everyone with dignity, and valuing their opinions and choices.

## **Curiosity**

We should always be trying to learn more about a person's unique experiences, needs, and thoughts. It can help us to build stronger relationships with the people we support, and find creative solutions to help them to achieve what matters to them.

## **Promote other people's voice and choice**

We should work in a person-centred way, which supports people to make their own decisions and take control of their lives.

This includes supporting their right to choose:

- how they live
- the care they get
- how their needs are met

and making sure they have the information, resources and support they need to make those decisions.