

Targeting feelings in choice and control workshops for disability staff

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Acknowledgement of country

We acknowledge the Traditional Custodians of the lands we are meeting on today.

We pay respect to Elders - past, present and emerging.



Our project team



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New Wave Self
Advocacy



Kathryn
New Wave Self
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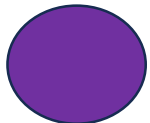
Charity
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La Trobe
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La Trobe
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Choice and control

Choice and control is:

- having **choices** and being in **control** of your own life
- being **in charge**
- doing the things that **you want** to do
- other people respecting **your choices**



Our broad aims

We wanted

- adults with intellectual disabilities to have choice and control in their lives
- disability staff to give good support for this



What we wanted to learn

We wanted to know

- if disability staff learn through our workshop how people feel without choice and control, will it change how they support people?



Theory from literature review

Disability staff want to **help** people with intellectual disabilities

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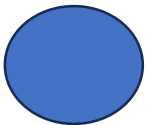
But sometimes they **harm** them instead when they don't support their choice and control



If disability workers hear how bad people feel without choice and control, they may support people better

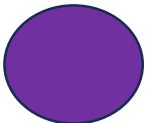
What we did

- We made a workshop with 5 video stories



Our stories

- We told our stories about how it feels to have bad support for choice and control



How we made the story videos

- Interviews with self-advocates



- Re-arranged the interviews into story form



- Personal things changed for confidentiality



- Self-advocates heard their stories and confirmed them



- Actors performed on video and highlighted feelings

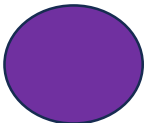


Why the stories matter to us

- They are things that happen in real life but you may not hear them
- People may not speak up about what they feel unless they trust someone

Why the stories matter to us

- They are common – see everywhere, with peers
- People feeling less worth, not good as a person, not listened to – this feels bad



Choice and control is a need

- Having choice and control is a necessary part of **good quality of life**.
- Having choice and control is a **human right**.
- Having choice and control is a **psychological need**.
This means that:
 - People need to engage in the things that are *important to them*
 - People need to do what *they want to do*, not what other people want them to do



We focused on the stories

- We made the 5 stories the focus of the workshop
- We asked participants 3 questions for each story to help them focus on how people were feeling:
 1. How does the person feel about how they are being supported?
 2. Which responses from staff are making them feel this way?
 3. What were the staff intending to do?

Louise's story



How the workshop went

- We ran the workshop 12 times
- There were 62 participants in total
- 51 participants were disability staff and 11 were students
- 21 people took part in interviews before and after the workshop to help us know what changed for them
- Most people gave positive feedback and said they learned something or it reminded them to do things they knew

Main things participants said they learned

- To pay attention to people's preferences and get to know what is important them, keep checking in
- To be aware that people may not be happy about something but have not said so
- To be careful how they explain things as what they say may not come across how they think
- Participants valued hearing real stories and how people felt

What we learned from disability staff

- In the interviews, the disability staff and students were asked before and after how they would support people in different situations
- We learned about different ways they think about supporting people with choice and control
- Even when the staff and students aim to support people's choice and control and know their preferences, this was interpreted in different ways

Two different focuses: support

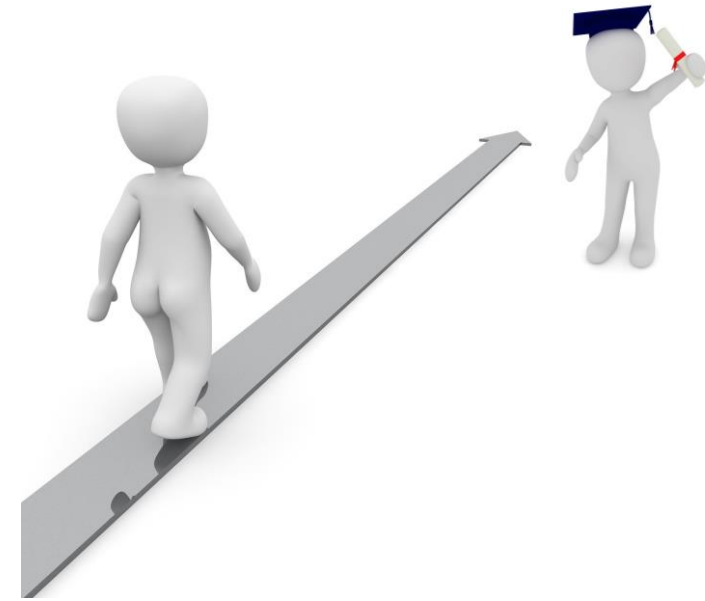
Standing with the person

Listening to *how* they want to do
what they want



Getting ahead of the person

Planning for them how to get what
they want



Two different focuses: choice and control

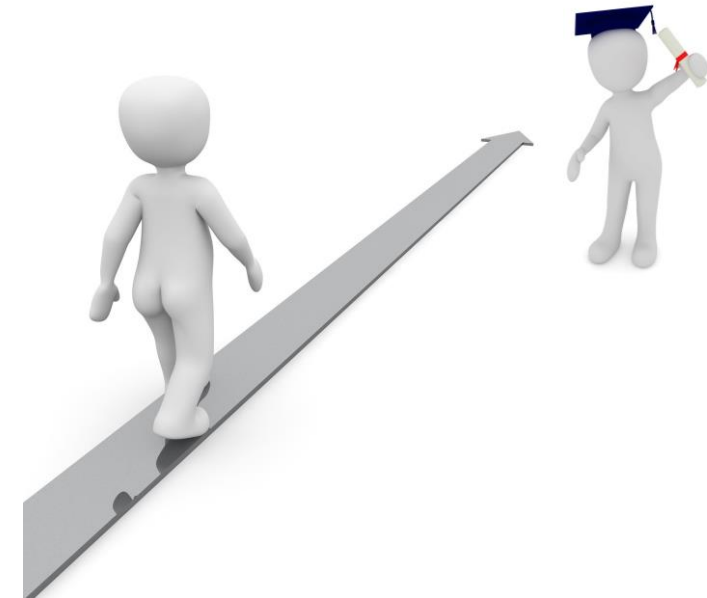
Process / Journey

Choice and control is something the person navigates



Choice / Destination

Choice and control is something the person chooses and gets



Examples

Standing with

“It’s about sitting down and having open and frank conversations ... help them understand what the potential consequences may be of a decision that they need to make ... informing them and giving them the realistic pros and cons ... I refer to myself as taking the journey with them instead of pushing them down a path. We go on that walk with them.”



Examples

Getting ahead

“That's not to say that you couldn't help plan a trip, but rather than planning a trip for next week I would be more inclined to encourage a trip for maybe three months' time, that way then you are organising supports, you've organised accommodation independently and then just see how their relationship goes.”

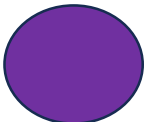


We want more 'standing with' support



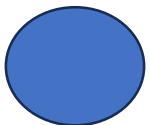
We want more 'standing with' support

- You are not encouraging me if you are walking in front of me
- That is not helping me, that is taking over



We want more 'standing with' support

- Standing with me is actually listening to all of what I'm asking you to do
- If you go ahead of me, that isn't what I really want



Final thoughts

- Disability staff and students did want to help people with intellectual disabilities, and they got the message from people's feelings to support their choices
- In future, we could make it clear that people want to be in control of *how* their choices get done, not just making choices
- The supporter needs to stand with the person and find out how they want things to be done

References

Theory from literature review

Stereotype content model, benevolent discrimination

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Self-determination is part of good quality of life

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