SOME WAYS TO USE THE PARTH IN PRACTICE REFLECTION SHEETS

These reflection sheets have been designed to support thinking about how we use relationship-based practice (RBP), how kaimahi can use the PARTH framework, and how organisations can support this way of working.

Reflection questions in these documents help you to map the PARTH elements to your organisation's values, policies and approaches. You can also use them to reflect on issues that arise in practice.

You can complete all of the reflection sheets, or choose to work on some of them that speak particularly strongly to your mahi.

Each reflection sheet is organised in this way:

- Each sheet begins with a description of the element (PARTH word) followed by some ideas about what this element could look like in organisations.
- The next page contains links to examples from practice which illustrate each element:
  - Rangatahi voices - quotations from rangatahi who participated in the research that led to PARTH. These remind us about the importance of understanding rangatahi perspectives.
  - Examples shared by kaimahi and organisations across Aotearoa which show different ways each element can be used in practice.
- Following this are a set of questions which all kaimahi can use to reflect on how different facets of organisational culture and mahi can support use of this element. These pages help identify areas where kaimahi and organisations are strong in use of relationship-based practice and also areas where more thinking and decision-making can happen to further strengthen its use.
- Finally there is a list of written resources that provide more detail, theory or research findings that support the use of each element.

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DEFINING AGENCY

To be effective, kaimahi need rangatahi to be actively involved as partners. However, kaimahi need to respect that rangatahi may have often felt un-informed or shut out of the decisions made for and about them. This is why establishing a partnership that enables meaningful and active participation in the relationship from the beginning is a good thing to do. Listening to what rangatahi want and need and developing plans with them is an important first step.

Taking responsibility and having control over parts of your life is important for development, including being able to assert personal and cultural identity and experience belonging. Giving rangatahi opportunities to make choices and decisions and connecting them with supportive people and resources increases their capacity to make and sustain change and learn from experience.

Rangatahi have often had to take on adult responsibilities early and had compressed childhoods. This means that they already have experience of decision making which can be drawn upon throughout the intervention. It is therefore important to explore their maturity and expertise with decision making and not make assumptions based on age and stage (see **Accelerated and compressed transitions**). Giving time and support to rangatahi to make sense of their experiences, and staying with them through the process, even when they make mistakes or make different choices to us can help support self-determination.

Organisations that support agency:

- Provide formal and informal opportunities for rangatahi feedback and input into service delivery and policy.
- Provide coaching/supervision opportunities for kaimahi to reflect on their practice and ensure they support self-determination and respect cultural identities
- Support kaimahi to build strong relationships with rangatahi early on to encourage a partnership approach
- Allow space for rangatahi to make mistakes and provide opportunities to learn accountability and responsibility, for example using restorative processes, and policies are not exclusionary.
- Advocate for rangatahi with funders and other services and support staff to do this.
- Build networks to understand other resources locally available and give time and resource to do this.
- Ensure policies that involve intervention in rangatahi lives include opportunities to inform and/or discuss actions with them. For example, crisis intervention policies include steps to inform rangatahi when other services will be involved and confidentiality breached.
- Make codes of rights, review and complaints processes clearly visible and in accessible language.
- Ensure paperwork given to/used with rangatahi is relevant and accessible and doesn't use jargon or acronyms that they may not know.
- Gather feedback from kaimahi to shape policy and service delivery.

REFLECT AND LEARN MORE

Follow these links to explore agency in more depth. You can reflect on how you support rangatahi to exercise agency.

You can also use the worksheets below to explore how you use the Agency element in your organisation.

Follow this link to learn what rangatahi tell us about how it makes a difference when they are supported to exercise their agency and autonomy **(see Rangatahi voices)**.

This link provides examples of kaimahi supporting rangatahi agency and autonomy in the process of positive change **(see Kaimahi stories)**.

REFLECTIONS

What processes, practices and approaches in our organisation support and enhance rangatahi agency?

What processes, practices and approaches could be improved in our organisation to support rangatahi agency and how could we improve them?

REFLECTIONS

These are our examples of supporting rangatahi agency in our mahi :

WRITTEN RESOURCES

Good resources on motivational interviewing can be found at:
https://www.healthnavigator.org.nz/clinicians/m/motivational-interviewing/

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