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.

These reflection sheets were drafted by Professors Jackie Sanders & Robyn Munford, they were refined through collaboration with kaimahi from Kapiti Youth Support (KYS), Te Aroha Noa Community Services and the Dingwall Trust Launch Programme. We thank these kaimahi for their wisdom and their organisations for supporting this mahi.

We thank the Ministry of Business, Innovation and Employment for funding the research that created this resource MAUX2006.

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DEFINING PERSEVERANCE

Perseverance is a commitment to stay with rangatahi through their change process (see **Rangatahi are the centre**). It is unconditional commitment to them to keep on supporting them even when it is very difficult. Kaimahi and organisations demonstrate perseverance throughmanaakitanga; they provide safe spaces for rangatahi to explore their issues and they 'hang in' with them.

Perseverance is critical to sustainable change because rangatahi have often experienced disrupted attachments, fractured relationships, emotional distress, and exposure to harm (see **Attachment, Accelerated and compressed transitions**).Services and others in their lives have often let them down. Many learned to take care of themselves at a young age, damaging their trust that services will care for them and make a positive difference.

Rangatahi will often test kaimahi to see if they really are committed to making a difference, or to see whether they will give up. Kaimahi need to show they can be relied upon to build trust (see **Building trust**, **PARTH in practice reflection sheet - Trust**).

Perseverance is about staying with the relationship against the odds. This builds a strong relationship base and shows the strength of emotional connection the kaimahi has to those they support.

Organisations that support kaimahi to persevere:

- Ensure reflection/supervision/coaching is built into kaimahi time so that they can reflect when rangatahi behaviours are challenging and their responses to this.
- Don't focus on 'last chance' approaches and provide opportunities for rangatahi to return or set mistakes right, especially consider this in light of closure of cases, and alcohol and drug policies for rangatahi.
- Can use some resources flexibly e.g. time, service thresholds, so that kaimahi can stay with rangatahi.
- Provide PD opportunities for kaimahi to learn about different cultural values and meaning systems so that rangatahi receive the right cultural resources and support.
- Reduce disruptions, such as changes of key worker, so that relationships can be sustained.
- Find ways to acknowledge kaimahi and see their strengths to help them persevere during difficult times.

PARTH

P PERSEVERANCE

RELATIONAL RESOURCES FOR CHANGE

REFLECT AND LEARN MORE

Follow these links to explore the perseverance element in more depth. You can reflect on the role perseverance can play in your mahi.

You can also use the worksheets below to explore ways that perseverance can be supported by your organisation.

Follow this link to learn what rangatahi tell us about how it makes a difference when kaimahi stick by them, even when it is tough **(see Rangatahi voices)**.

This link takes you to examples of kaimahi talking about using perseverance in their mahi **(see Kaimahi stories)**.

YOUTHSAY

PARTH

P PERSEVERANCE

RELATIONAL RESOURCES FOR CHANGE

REFLECTIONS

What processes, practices and approaches in our organisation support kaimahi to persevere and stay in the relationship when it is tough?

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

YOUTHSAY

P PERSEVERANCE

REFLECTIONS

These are examples of perseverance in our mahi:

WRITTEN RESOURCES

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