

Helping Others Soar



Shifting Mental Models for Engagement

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Why Mental Models Matter

- Established theories on how the world works
- Based on experience, education, family, culture and work
- Not right or wrong-rather are they useful for the task at hand
- If you want to be successful, raising of your self awareness of your mental models is essential



Is Your Mental Model Useful?

- Does it support true engagement with families or contribute to a hierarchy or power deferential?



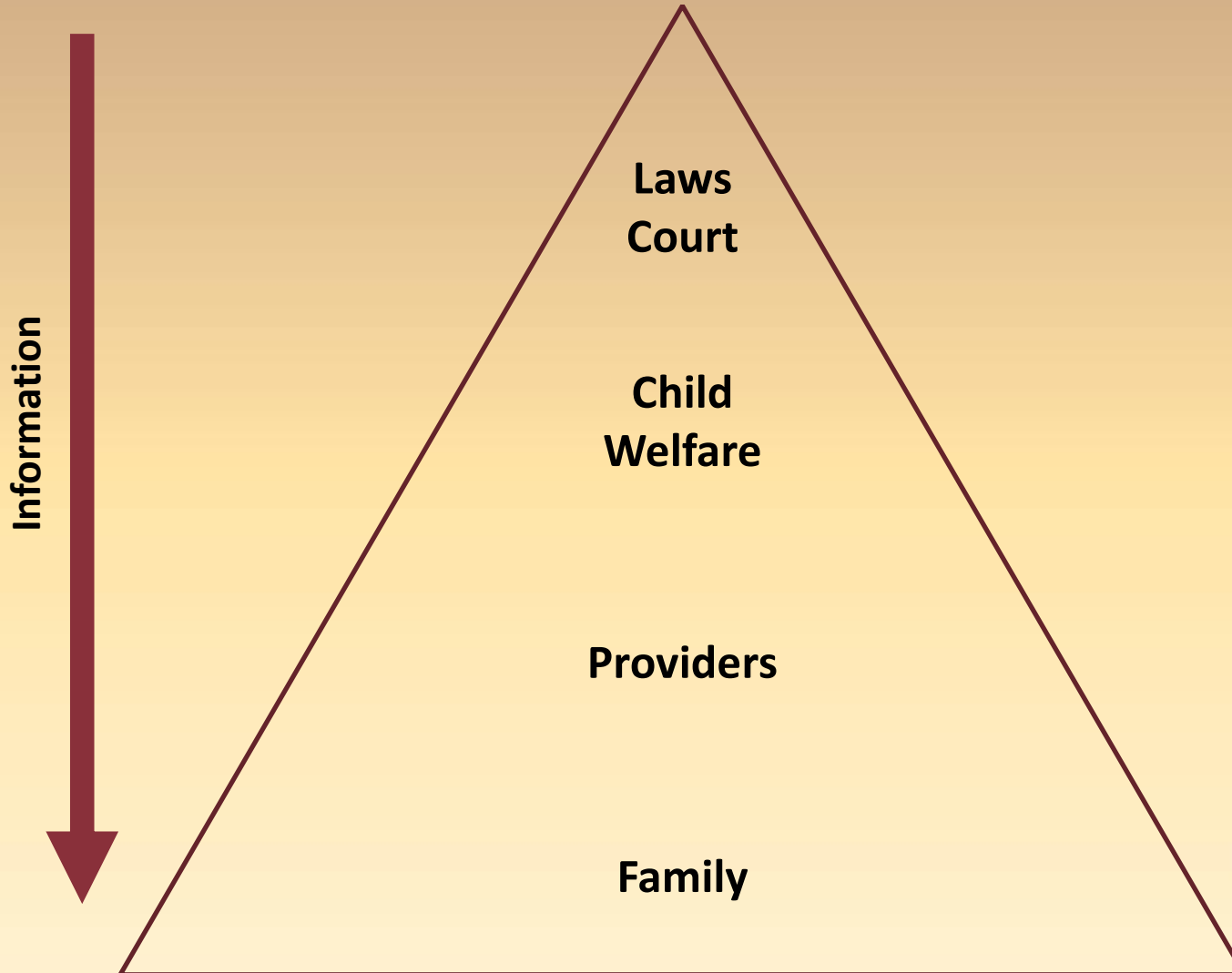
Family Empowerment Theory

Dunst, Trivette & Deal, 1994

- All people have existing strengths and capabilities as well as capacity to become more competent
- The failure of a person to display competence is not due to deficits within the person but rather the failure of social systems to provide or create opportunities for competencies to be displayed or acquired
- In situations where capabilities need to be strengthened or new competencies need to be learned, they are best learned through experiences that lead people to make self attributions about their capabilities to influence important events.

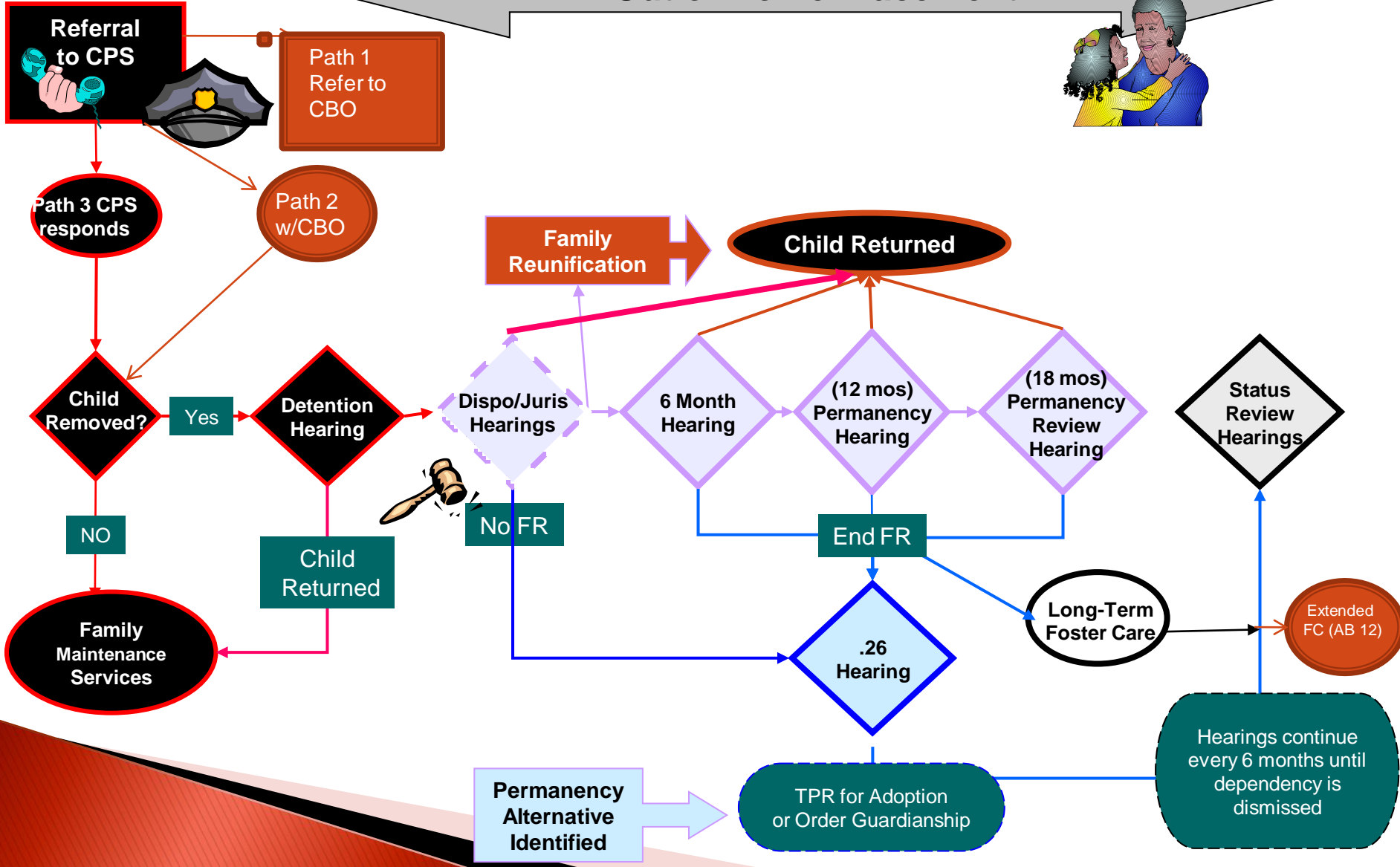


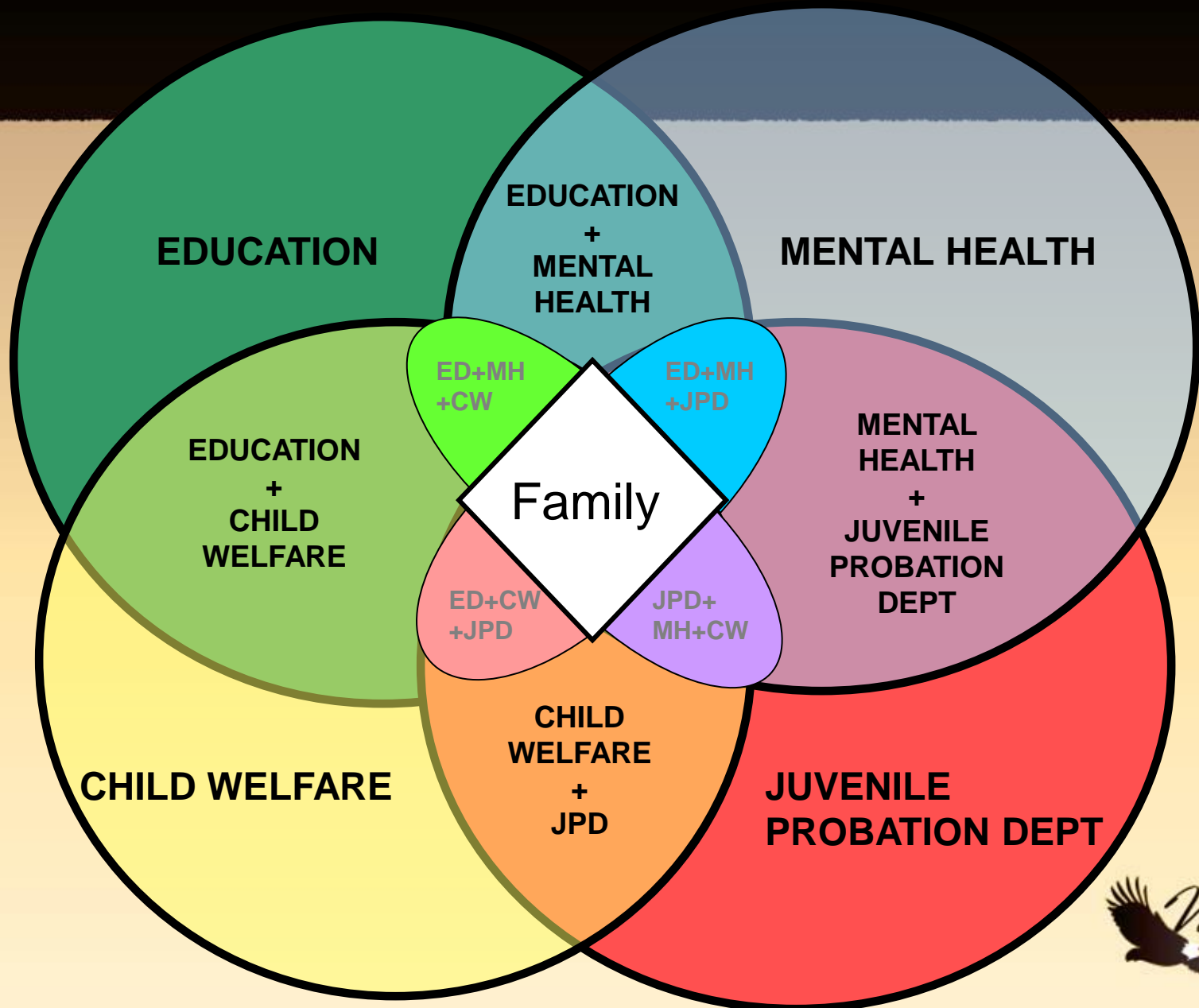
Acknowledging the Hierarchical Culture



Child Welfare System

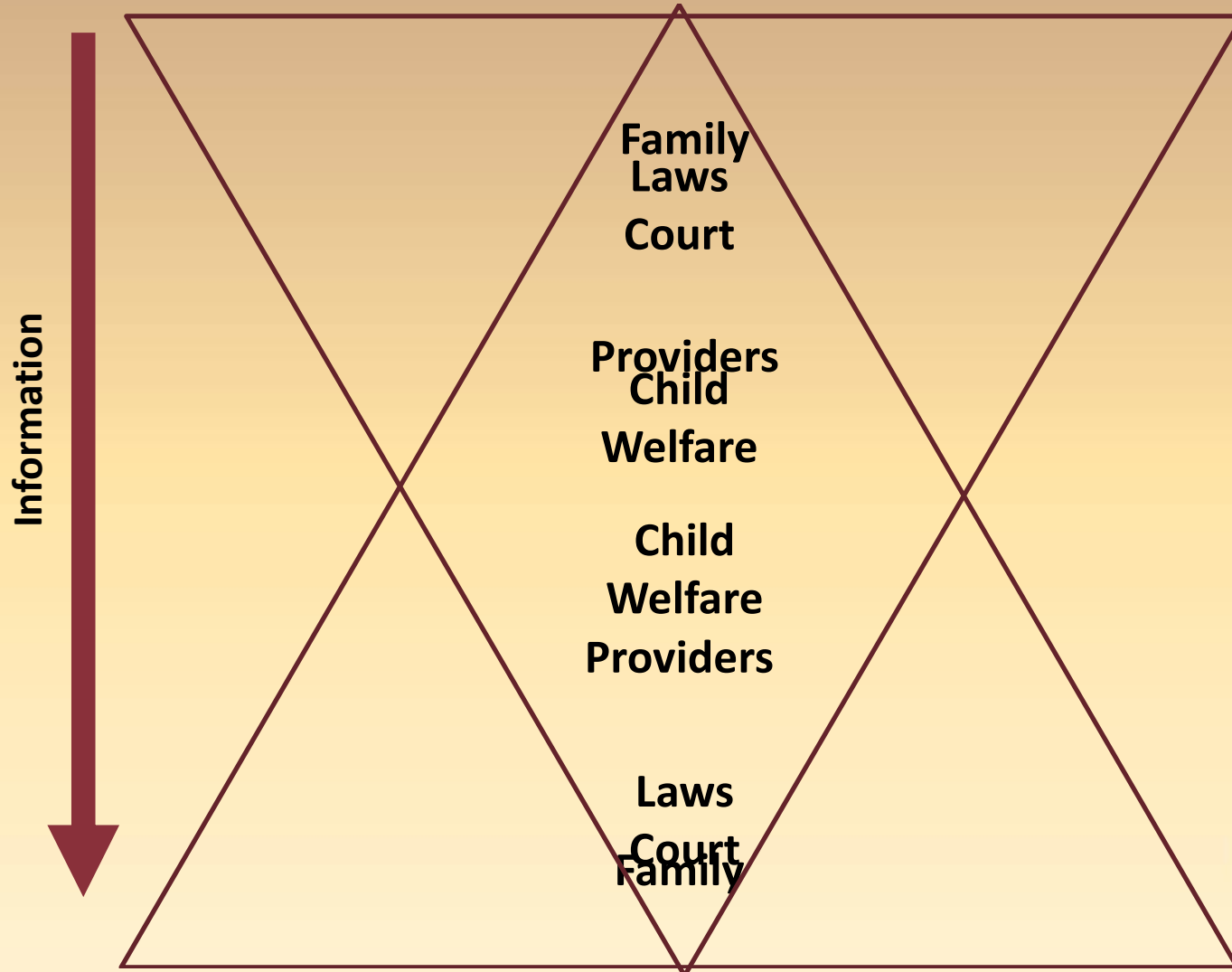
Out of Home Placement







Inverse the Hierarchy



Purpose of the CFT

INVERSE

- CFT done Right
 - Family Driven
 - Principle Based
 - Effective Teamwork
 - Transparency
 - Be Curious, Not Prescriptive
 - Ask and Listen First
 - Recognizing Previous Family Successes
 - Natural Supports

REINFORCE

- No CFT
- CFT Done Wrong
 - Surprising the Family with Info During the Meeting
 - Unilateral Decisions
 - Giving too Many Suggestions or Suggestions too Early
 - Lack of Environment, Space for Family Input
 - Jargon



Shift Your Mental Model

Balance the Cape versus the Couch!



Self-Determination Theory
Ryan & Deci, 2020



The Change Process

