

### PDS Primary Task-

Our primary task is to work alongside teams to learn about what has happened within a system to obstruct pathways for their service users, by way of co-created thinking spaces that foster the conditions for something different to happen.

All our ways of working help us achieve our primary task, because they are focussed on helping people to trust and foster effective, meaningful, and important relationships. We work like this as a team, too, by way of reflective practice and continued learning from and with each other and the people we work with.



### PDS Team Values and Practices:

- ◆ Relating to others as human beings, not as diagnoses or labels, we model self-compassion.
- ◆ Noticing and valuing difference, we aim to let each other know what we need to fulfil our primary task.
- ◆ In mentalising, we practise and model to others:
  - ◆ being curious about other people's experiences, thoughts, and feelings.
  - ◆ not knowing (not being certain).
  - ◆ being open to different points of view.
  - ◆ simply noticing.
  - ◆ being able to doubt ourselves and reflect on own thoughts and feelings.
  - ◆ allowing feelings to happen without trying to get rid of them.
- ◆ Paying attention to thoughts and feelings arising from the work, we aim to link these to the dynamics in the work.
- ◆ Instead of telling others what to think, we help create opportunities for understanding to develop.

### Pathway Development Service (PDS) Position Statement –

Staff within the PDS recognise and understand that:

- ◆ Even with extensive training and experience, working with people who (have) experience(d) the world as profoundly unsafe can generate high levels of emotion in staff. This does not mean that staff are failing in their roles, nor does it mean that staff are incompetent, uncaring, or 'unprofessional'. Our team understand that intense feelings are normal in this work, and that they can be an important source of information.
- ◆ The importance of working in genuine collaboration, with involvement and co-production at the heart of our approach, we continue to learn from people with different lived experiences and from different cultures and communities.
- ◆ We approach our work, alongside teams, with curiosity about what 'recovery' and 'improvement' mean to different people and with a sense of optimism about the potential for people to find their preferred future and way in life.
- ◆ Therapeutic relationships are important to us, with psychological theory informing our approach, in particular Attachment Theory, which highlights the role of early relationships in later ways of relating with others.
- ◆ We understand that difficult or 'challenging' behaviours are often means of communicating and surviving; that service users and staff make use of whatever skills are available to them and which seem most effective when distress is high.
- ◆ The foundation for our strong emphasis on therapeutic risk-taking and working towards the least restrictive conditions close to home, is built on thinking spaces for teams that feel as safe as possible. We model relational security that aims to foster the free expression of thoughts and feelings, however complicated or frightening the situation may seem at times.