

Tool 20: Supervision in times of change

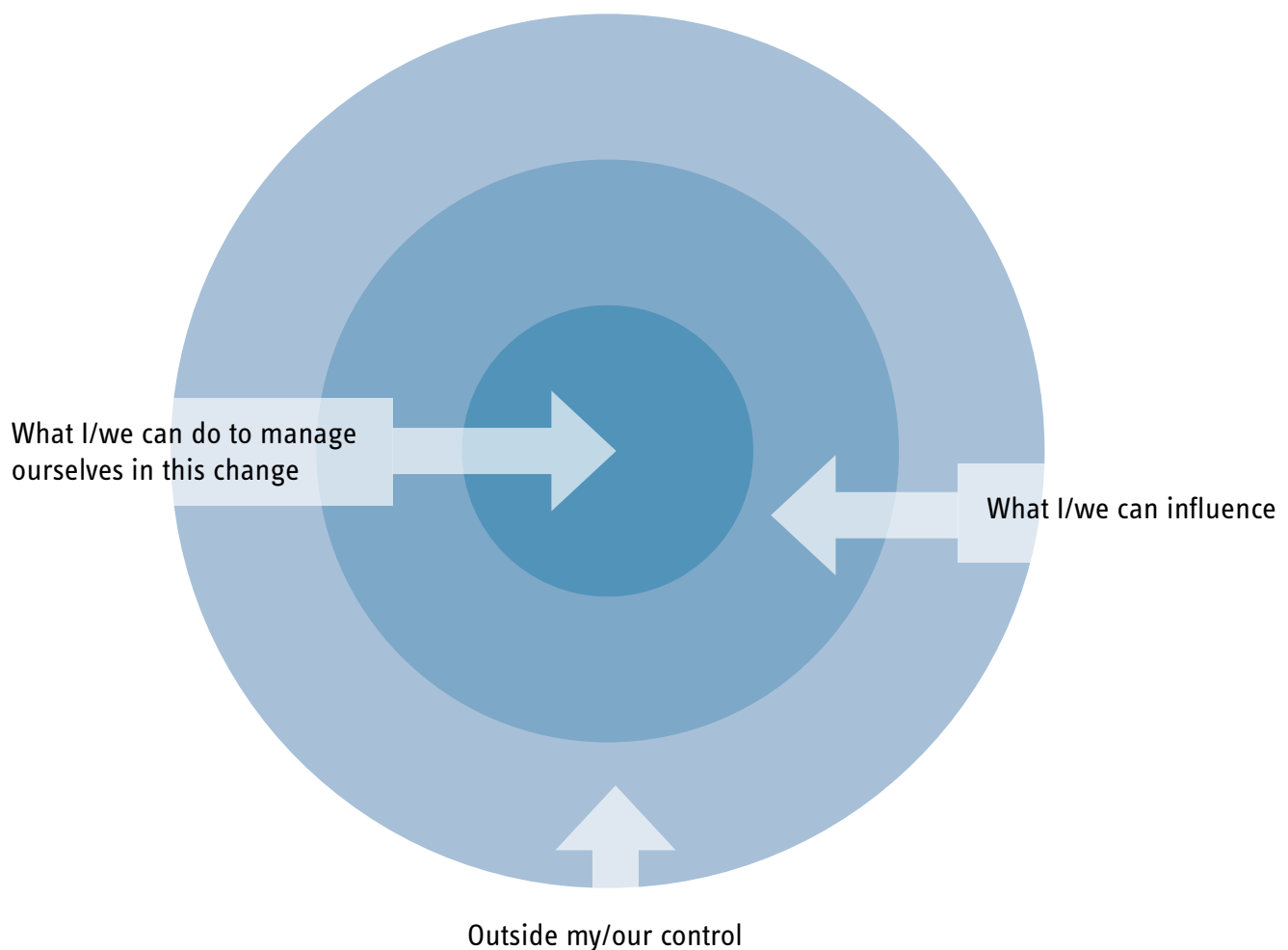
Change is a constant in social care. Depending on how it is implemented, it can lead to a range of emotional and practical impacts on people.

This tool helps you to consider the impact of change and the reasons for how it is affecting you. This enables you to consider what you can do to manage yourself through change and to influence others. It helps you to use your capabilities and effort to take control of what you can, and to influence where that will help (Covey 1992).

You can use this in individual or group supervision, or in team meetings to discuss how to respond to and affect change. This enables you to identify support and learning for how to improve things.

Discuss the change situation: What is happening to us now? What are the reasons for this?

Use the dartboard to identify: What is in our control; what we can influence; what is outside of our control.



What I can do	What I can influence	What is outside of my control