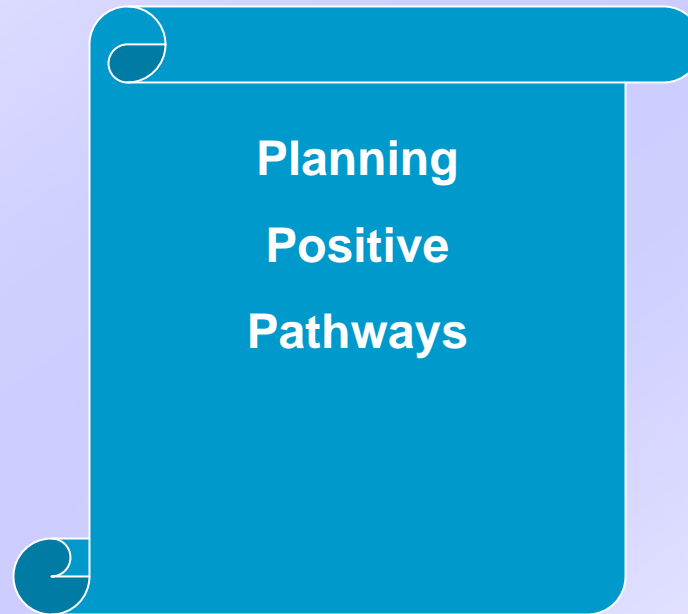


Pathways to Possibilities



Pathways to Possibilities ©

Developed by Julie Simpson & Associates for
Pathways to Leadership Ltd.

Acknowledgements:

John O'Brien and Connie Lyle O'Brien for so generously sharing their time, knowledge and wisdom and for the use of their materials.

Developed with funding from the
**Australian Government Department of Family and
Community Services: *Stronger Families and
Communities Strategy.***

2004



Poster Overview of Pathways to Possibilities

Created by: Belinda McAuliffe, Wendy Chandler & Robyne Allsworth

**Pathways to Possibilities is
a guided journey toward a
desirable future for people
with a disability, their
families and allies.**

The Journey

- **Small groups of people with disabilities and families working together to encourage each other**
- **People with disabilities and families have the support of an ally**
- **Building networks of connections**
- **Sharing experiences with other families, people with disabilities and community members**
- **Create a vision and dream of a desirable future**
- **Plan and begin to take action toward the dream and vision**
- **Bringing the Dream to Reality**

Facilitators:

- The facilitators who guide others on the journey are parents of people with a disability, or people with a disability themselves.
- They have both explored and experienced the process that they guide people through.
- Each parent is joined by a professional partner .
- Partners also have completed the process to enhance their skills to facilitate the sessions.

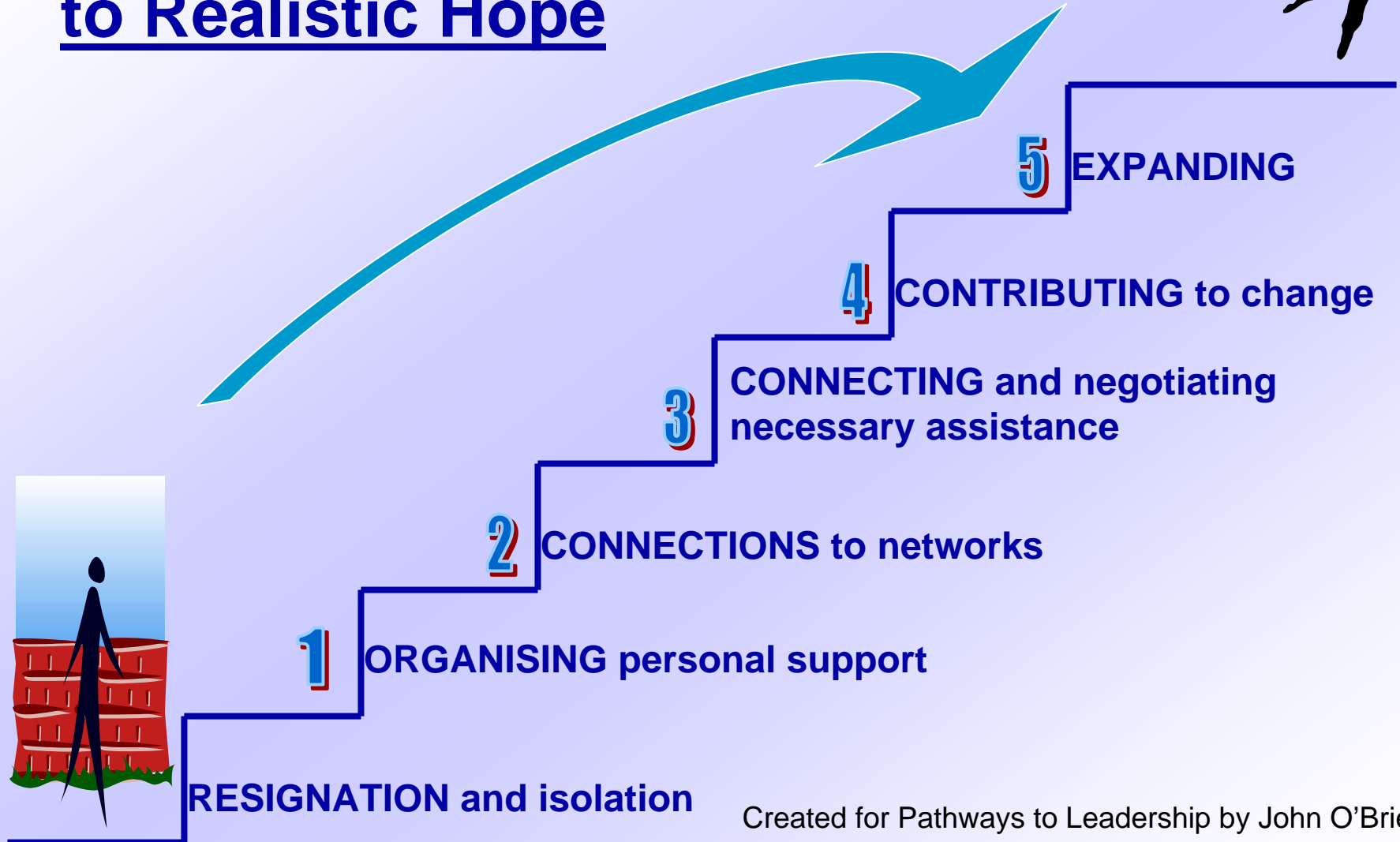
Mapping:

The process of Pathways to Possibilities requires mapping. Mapping is a tool for:

- Organising thinking or ideas
- Exploring knowledge
- Gathering & generating ideas
- Sharing information
- Problem solving
- Decision making

Mapping can involve creating posters, printing in capitals and just writing down ideas as they come.

From Resignation to Realistic Hope



RESIGNATION and isolation

Created for Pathways to Leadership by John O'Brien

The Journey Begins.....

From Resignation to Positive Possibilities

The state of resignation is a deeply felt sense that nothing ever goes right and that it would somehow be dangerous to even think about better alternatives.



Resignation

“A feeling of powerlessness”

Exit and realistic hope signposts:

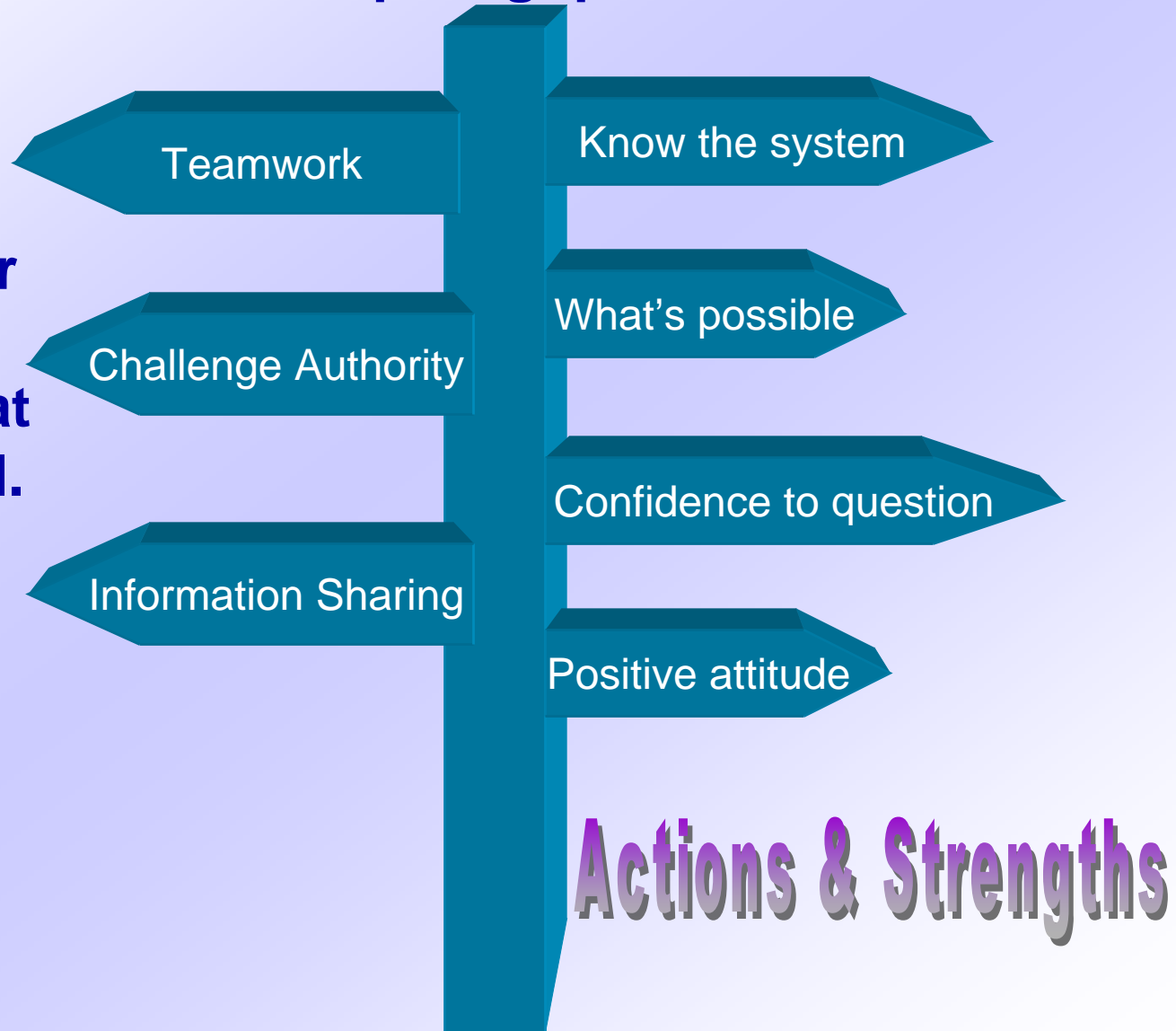
One of the ways to look at exit signposts is to reflect on the skills we have gained when negotiating and advocating for ourselves, our family members and others.



Our Skills

Exit and realistic hope signposts:

Families have also gained other strengths and taken actions that have been useful. Reflection of these is another exit signpost.

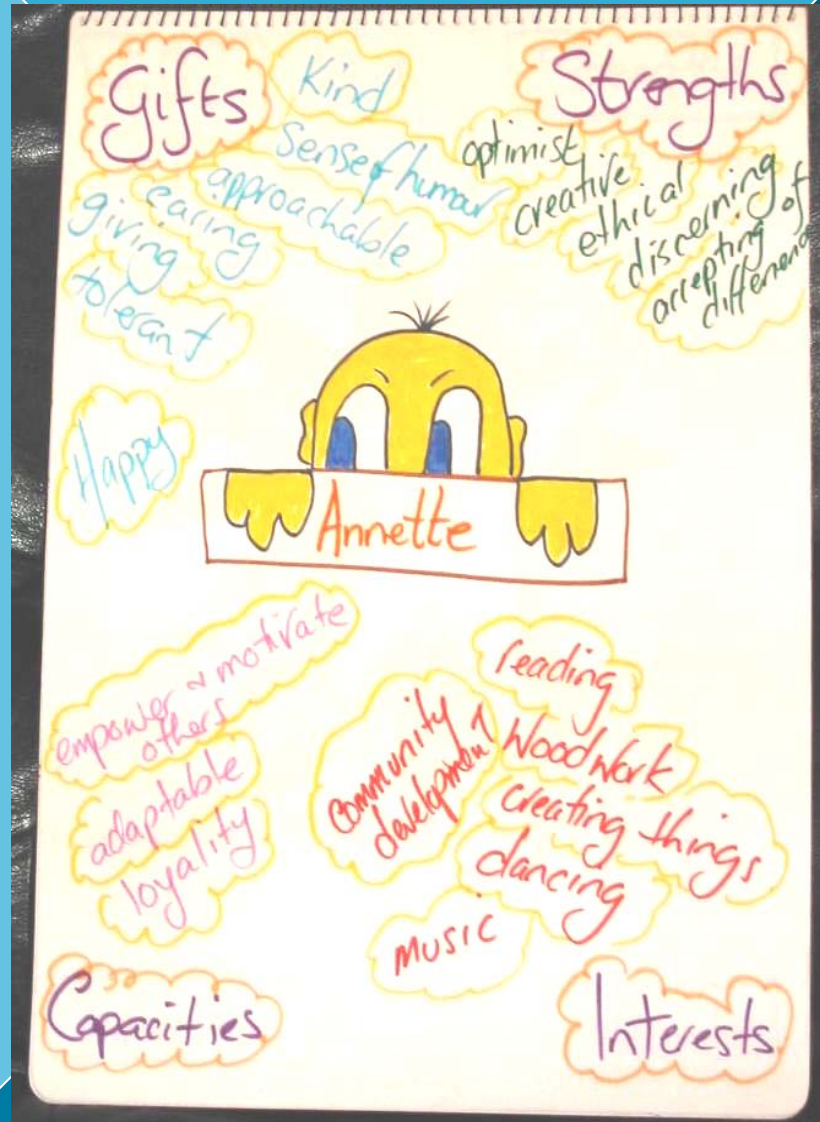
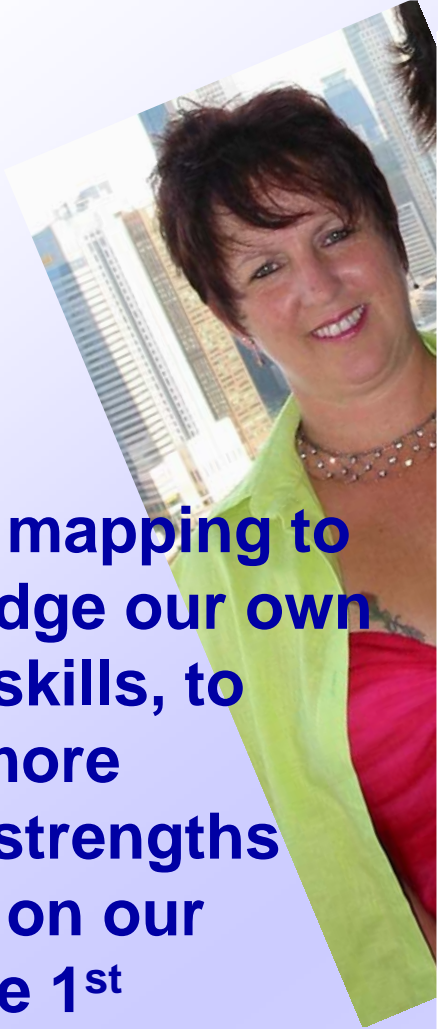


Participants are invited to explore signposts that will move them up the steps from resignation

Another signpost is Sentence Completion

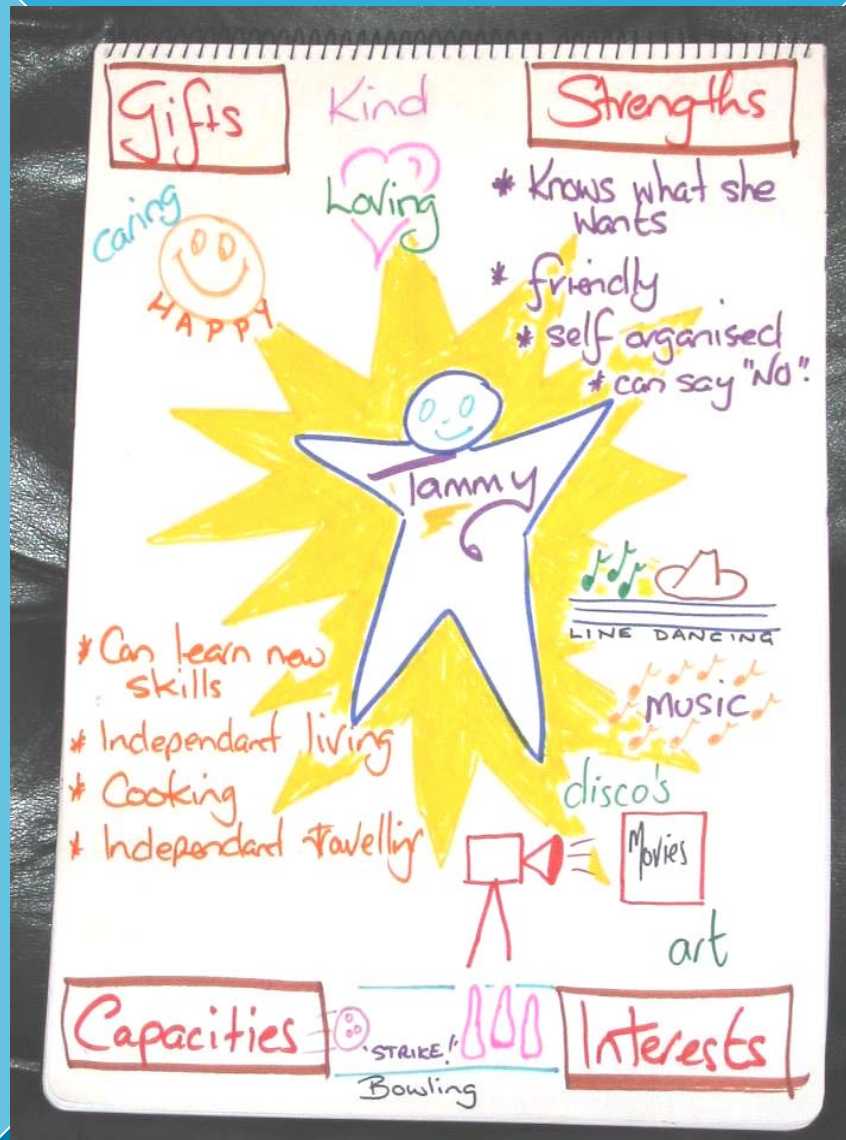
- **Sentence completion has been described as a tool of personal exploration.**
- **Provide an understanding of what situations can trigger anger, well being or other feelings**
- **Provide information about how we react to situations, and what we say to ourselves**
- **Provide an insight on how we deal well with the system and how we let the system deal with us.**

We begin mapping to acknowledge our own personal skills, to develop more personal strengths and build on our skills. The 1st personal map is of our own Gifts, Capacities, Strengths and Interests.





After completing their own map of gifts, the families then complete a map of their son or daughters gifts, capacities, strengths and interests.



Resignation – Identifying what keeps us stuck so we can move on.

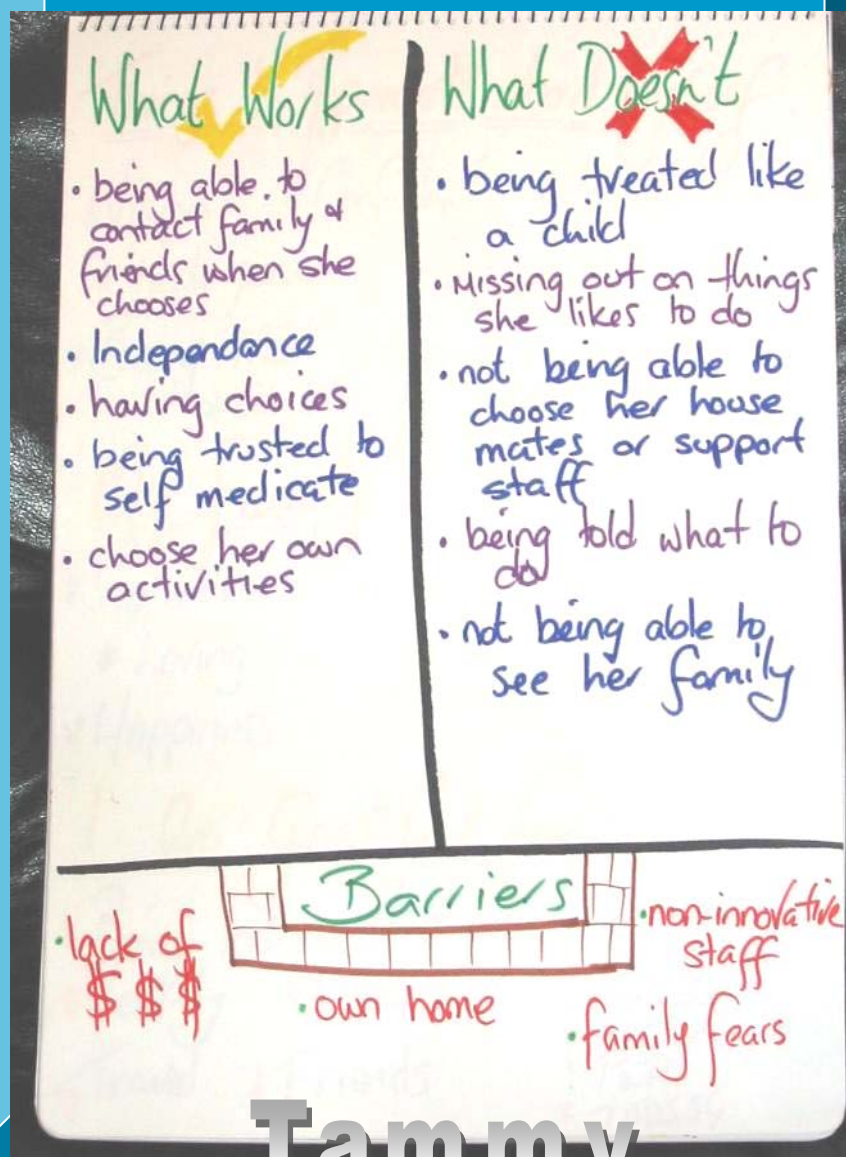
- Disappointment**
- Discouragement**
- Isolation**
- Feeling unsupported**

We reflected as a group on ‘what keeps us stuck’ in the hope that it would be useful to identify common themes.

We have looked at the gifts, capacities etc. of our family member, now finding out:

- what works
- what doesn't work

This can also give us an insight into learning more about our family member.



Tammy

Challenging Assumptions

Too often people with a disability are defined and described in terms of deficits, rather than in terms of capabilities. The exercise on challenging assumptions explores further the gifts, capacities and strengths of people.

Staying out of Resignation...

Tools for developing and sustaining self care

A tool used for developing self care is appreciation.

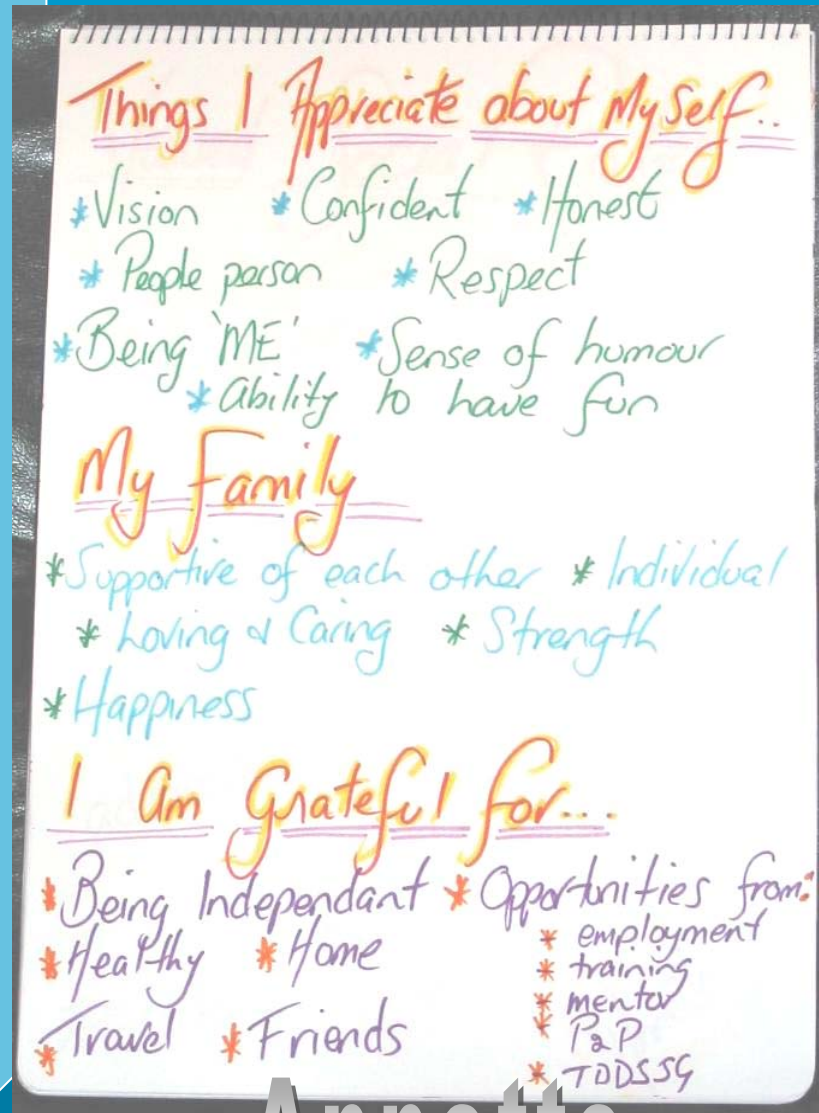
- What we appreciate about ourselves and about our families**
- What we are grateful for in our lives**

Families go on to develop their own poster on:

• Things I appreciate about myself...

• My family...

• I am grateful for...



Annette

Planning as an exit...

Person Centred Planning

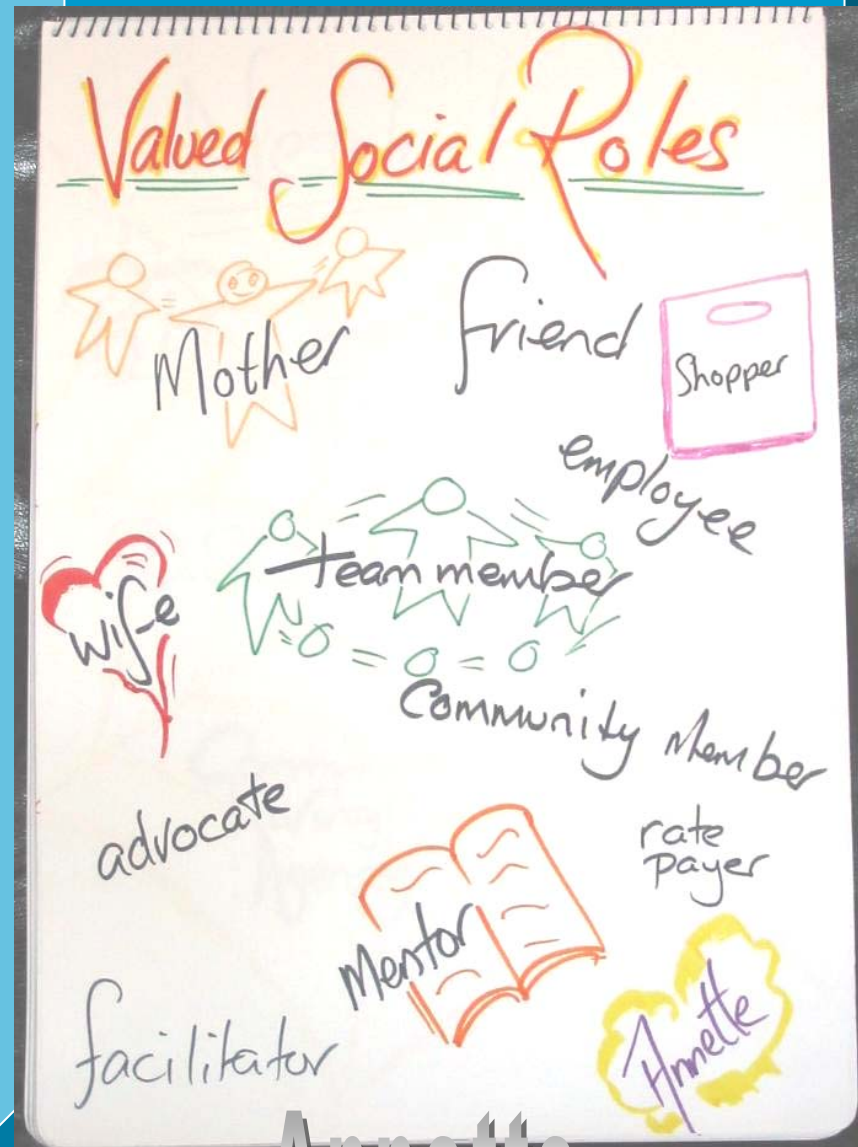
- **Starts with what the person wants rather than what others think or what services are available**
- **Identifies personalised and individualised set of requirements and needs**
- **Facilitators share their experiences on planning**

Valued Social Roles...

- Roles that are valued by our society
- Key to understanding how we can get more of What Works
- They may be restricted due to low expectation and limited opportunities
- What you do makes you feel worthwhile and respected

Valued Social Roles...

Facilitators share their poster on Valued Social Roles and then the families and allies do one of their own.

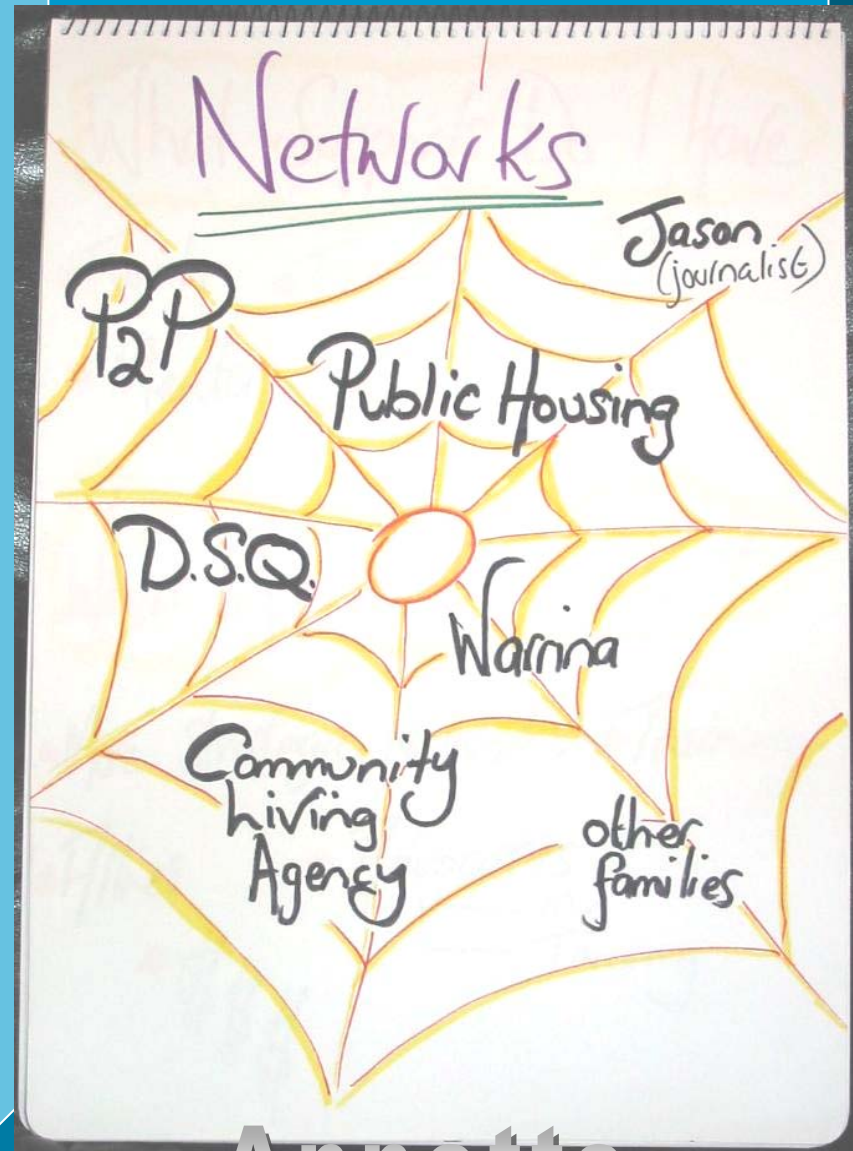


Annette

Creating support as an exit...

Developing Networks

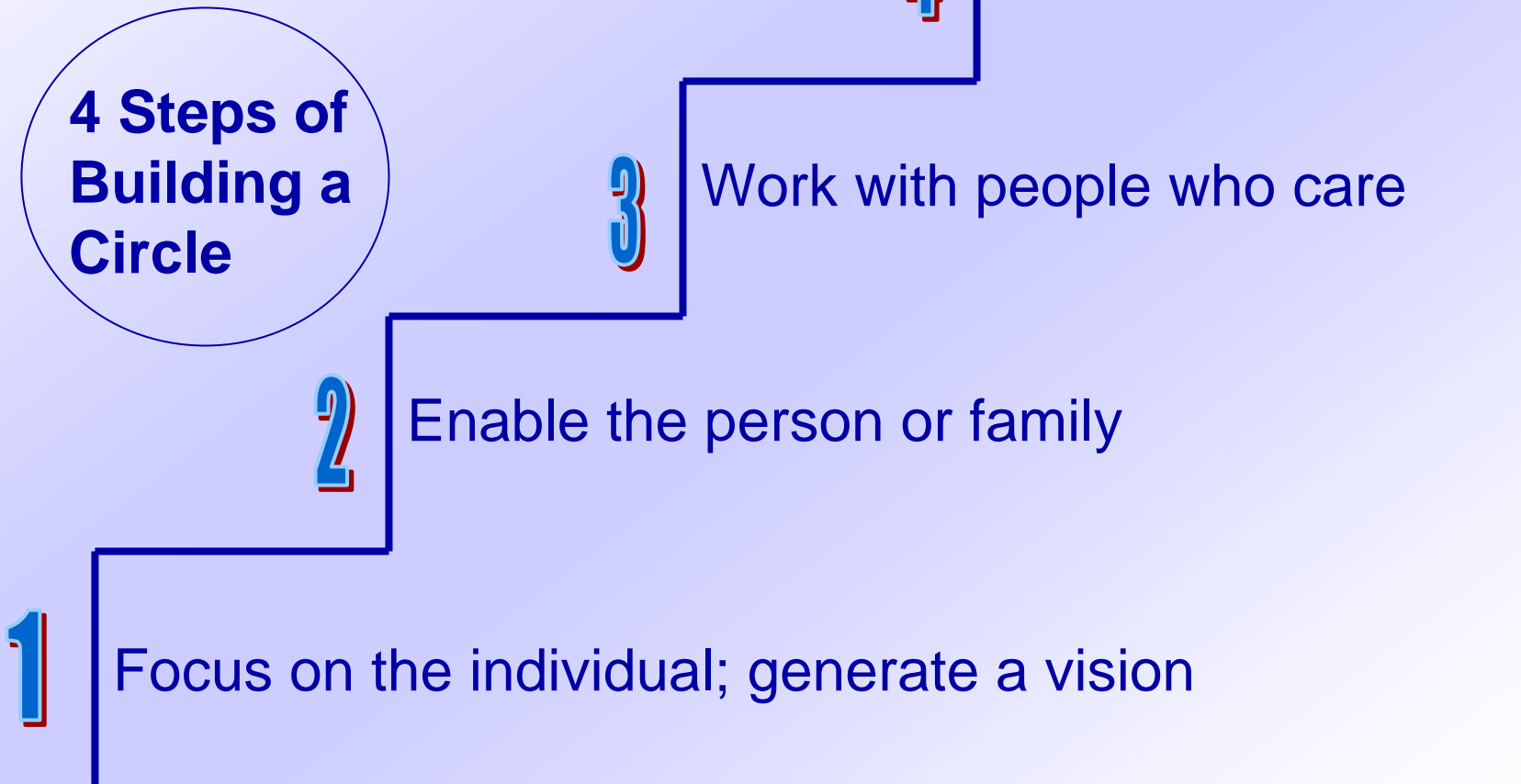
- Recommendations
- Information Resource
- Role Models
- Visibility
- Alliance Building
- Two sided



Annette

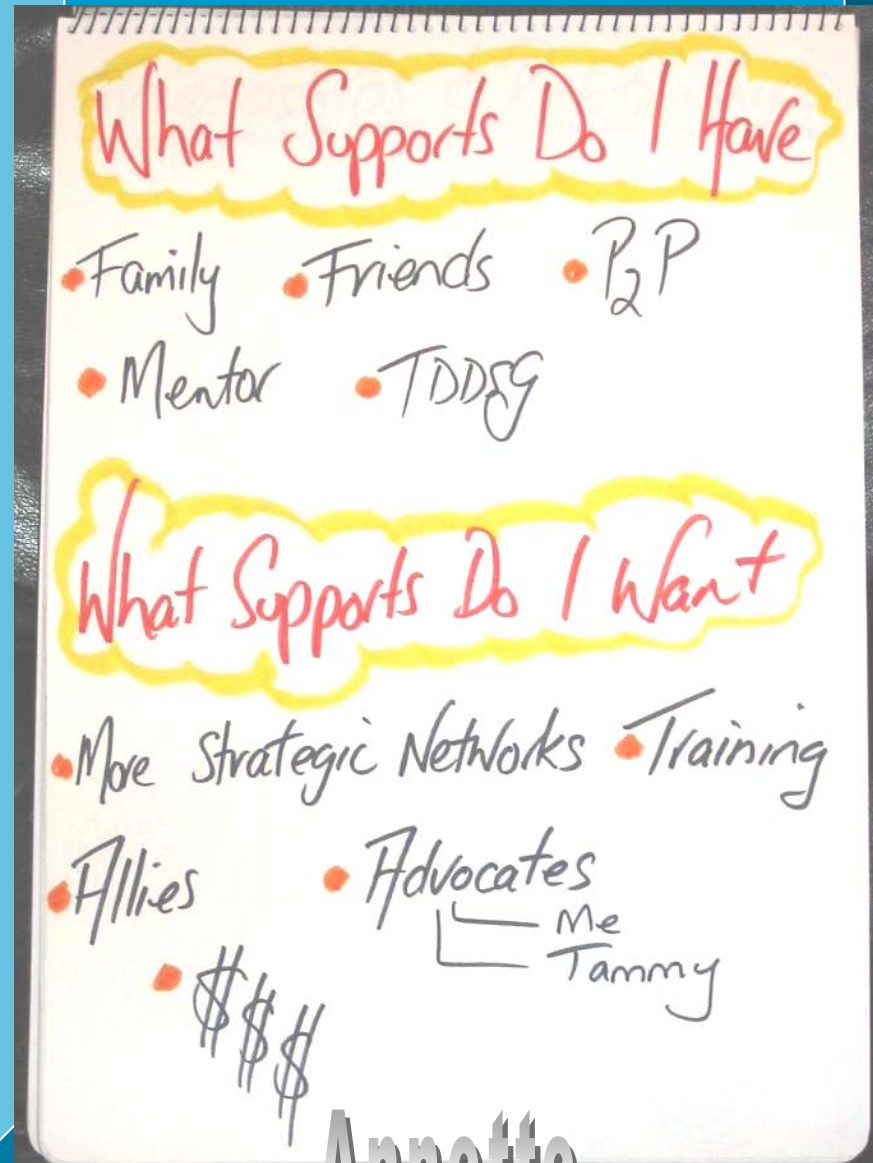
Creating support as an exit...

Circles of Support and Influence



Supports...

We identify what supports the family has, what supports they would want, and how their allies can assist them?



Harmonising...

Using the 4
elements of
What Works



O'Brien, J. & Snow, J. (undated) *Harmonising the Four Elements of What Works.*

John O'Brien states:

“Action can begin by facilitating training. Its purpose is to build parents’ confidence and competence in taking positive action by creating a group that will support them to....

- Discern when in resignation**
- Develop practical exit strategies**
- Discover possible alternatives**
- Define actions through Person Centred Planning tools**
- Link into local & regional communities for change”**

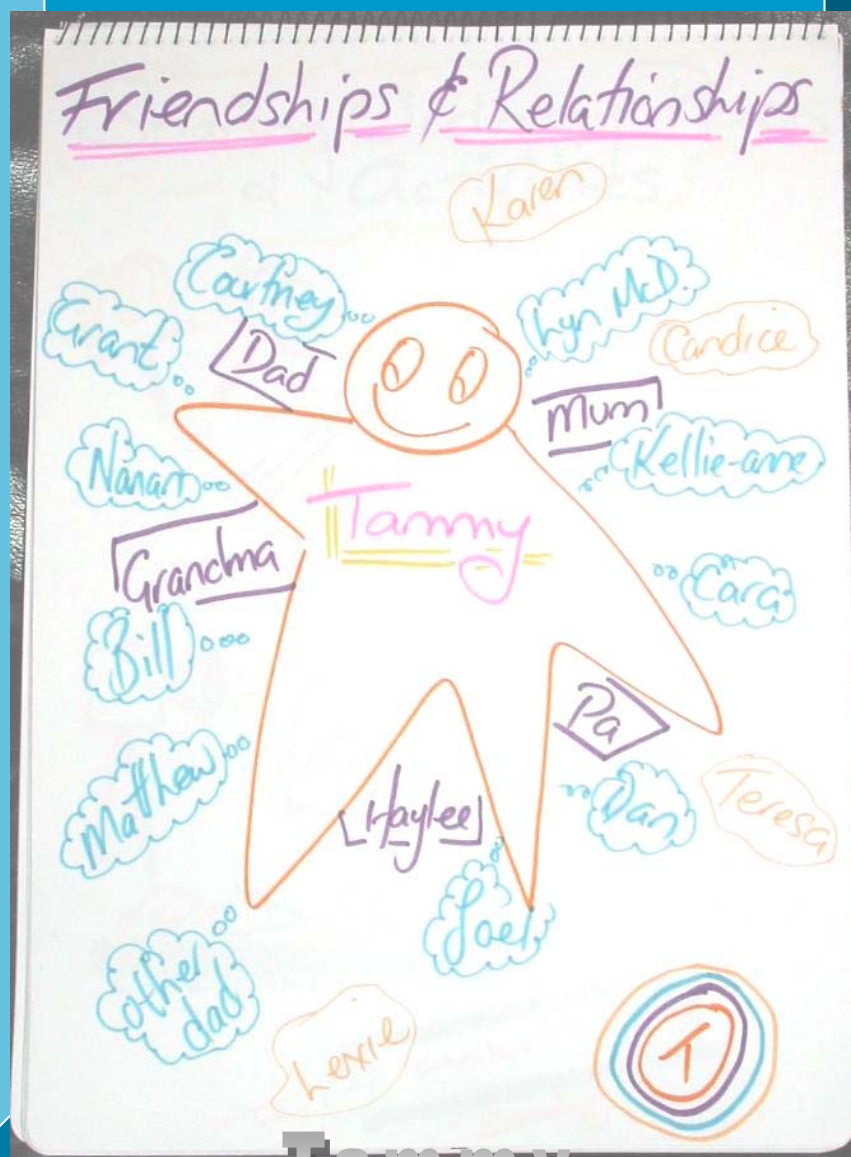
The five valued experiences...

- **Friendships & Relationships**
- **Sharing Ordinary Places**
- **Making Choices**
- **Being respected & having Valued Social Roles**
- **Contributing**

*These are what O'Brien & O'Brien believe are the
core human experiences of wellness for
everyone*

Friendships & Relationships

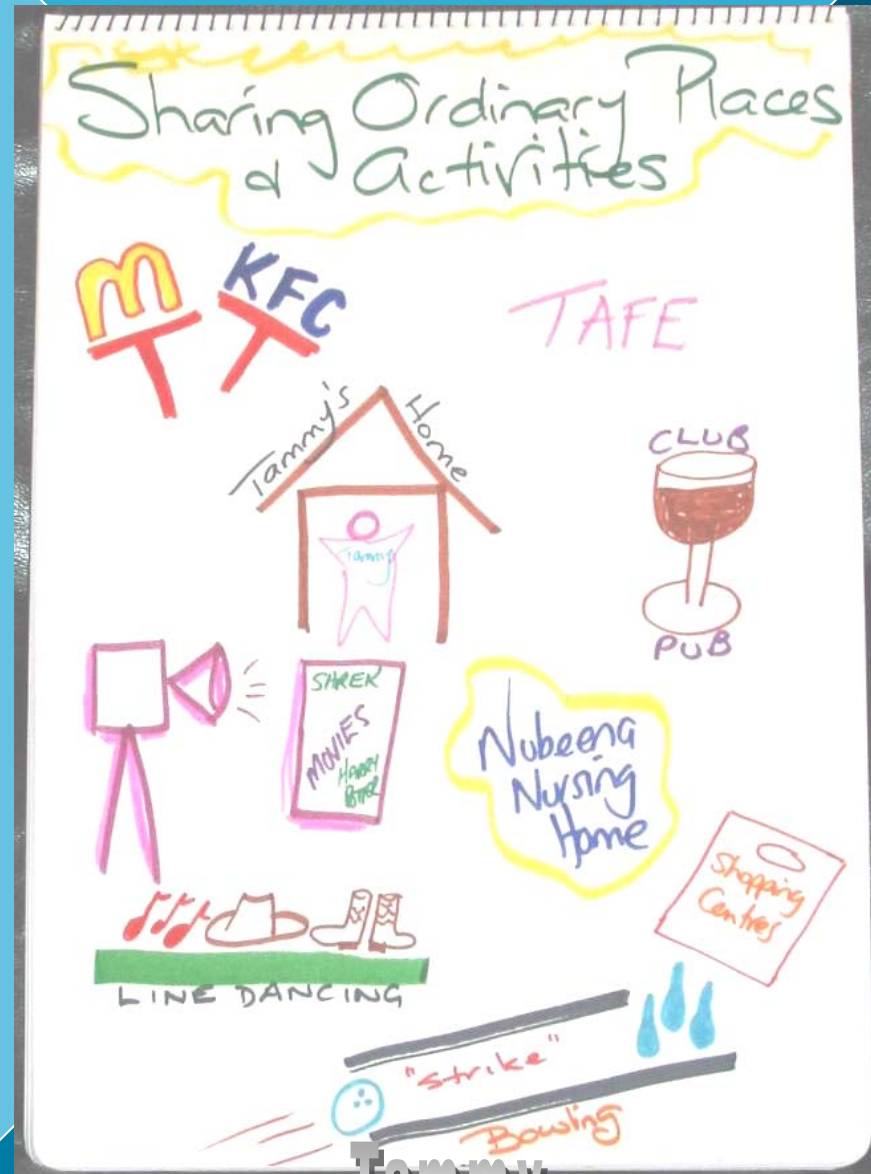
- Sense of belonging
- Friends who care
- Being part of a personal network
- A basic human need



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Sharing Ordinary Places...

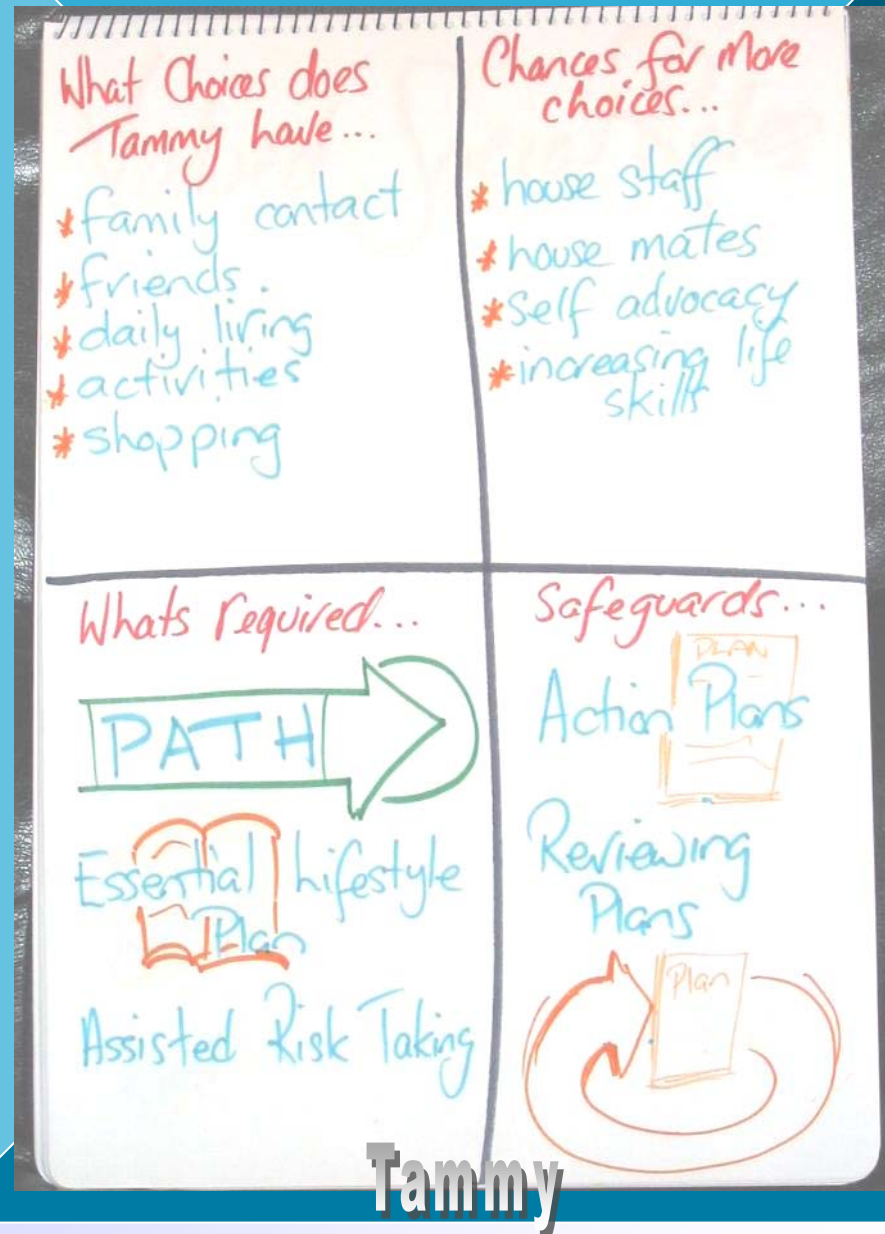
Sharing the ordinary places that are part of everyday community life.



Tammy

Choices...

- What life choices does the person make now
- What chances are there for more choices
- What is required to do this
- Safeguards



Valued Social Roles...

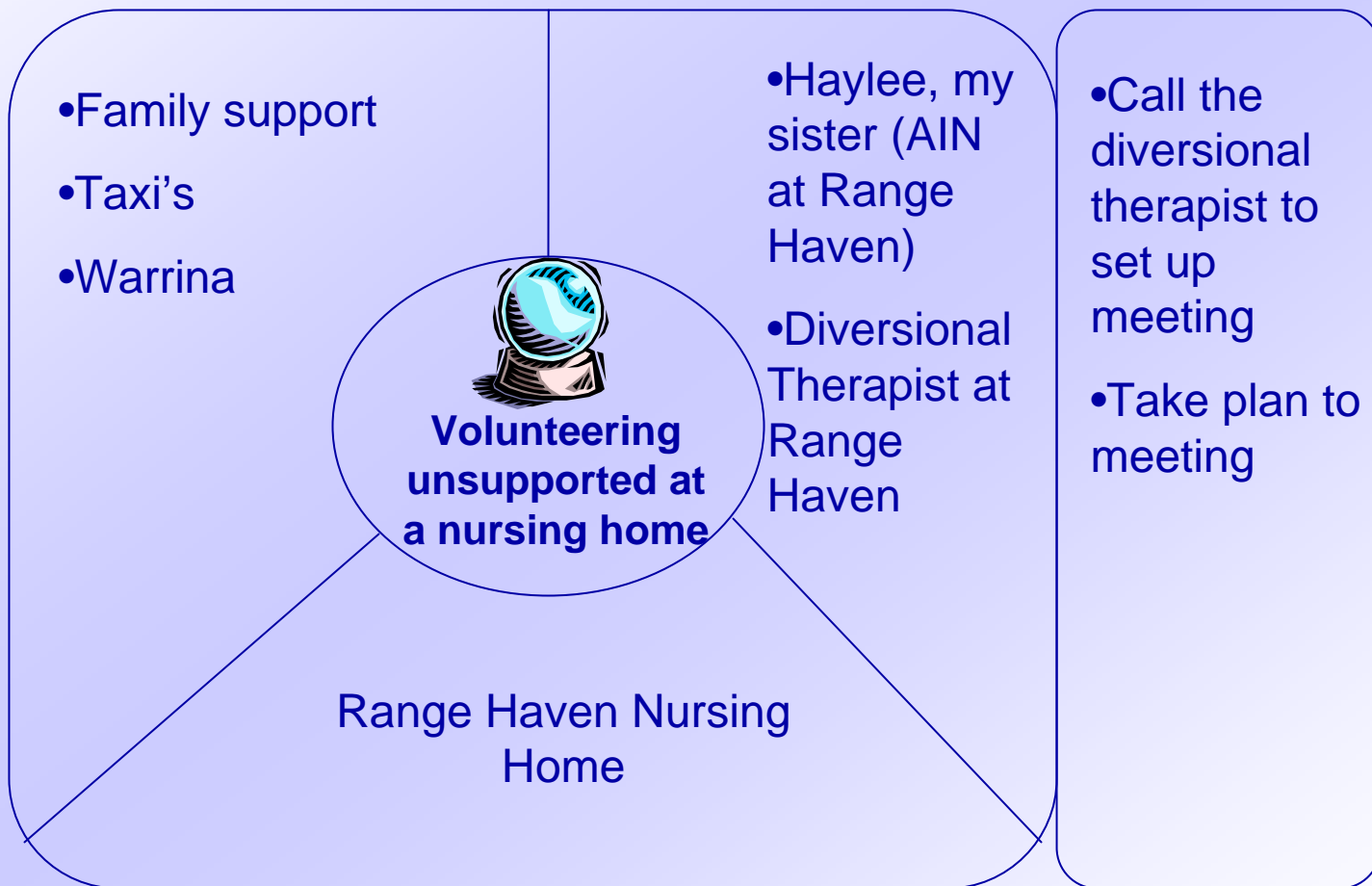
Respect comes from having a valued place among people, and valued roles in the community life.



Tammy

Harmonising for contribution...

Families & Allies working together to create a plan for increased contribution



Tammy's plan

Moving toward Realistic Hope

Sentence completion activity...

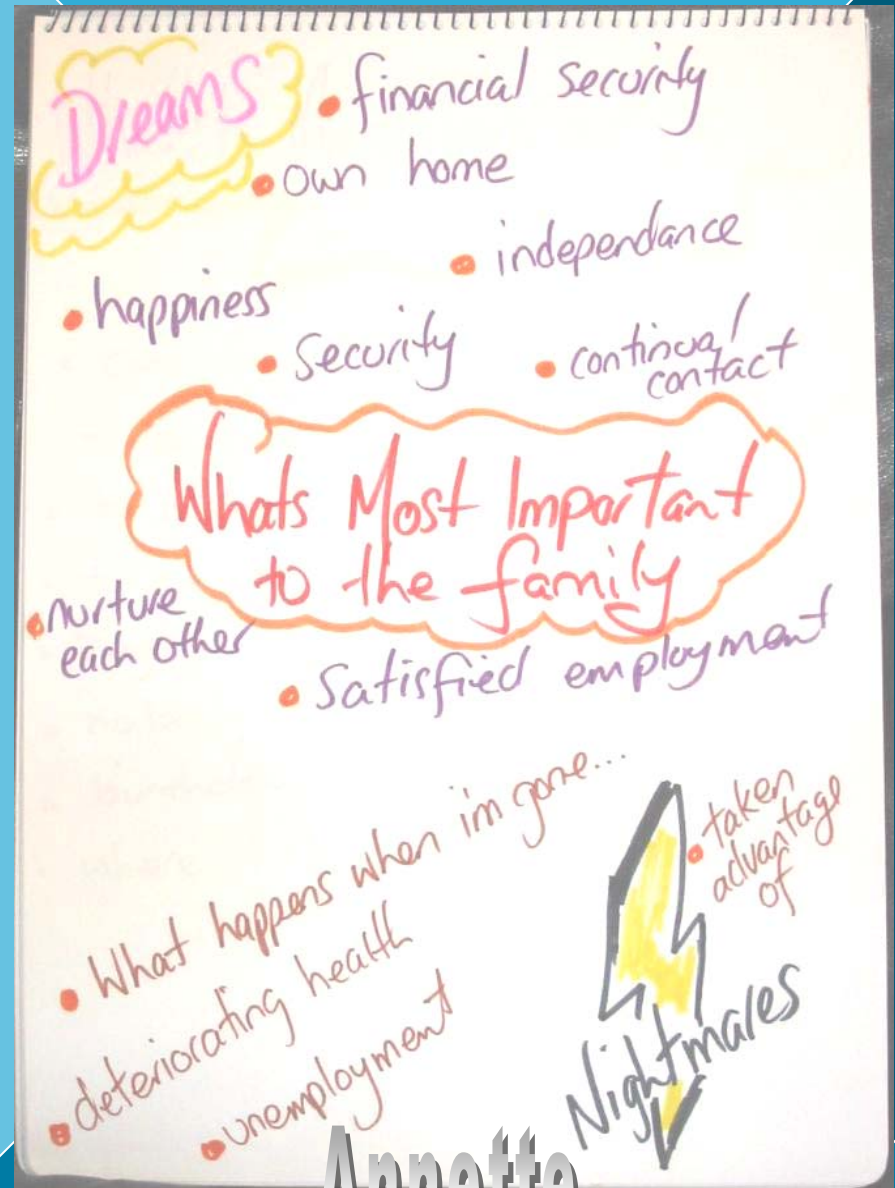
As we are stepping into the unknown, with all the feelings of excitement and maybe a little anxiety, we recap our gifts and skills by completing another sentence completion activity.

- When I identified my Gifts, I felt.....
- Valued Social Roles in our community are.....
- When I went into the community to find good networks I.....
- Some of the good things I found in my community are.....
- Having a choice allows me to.....

What is most important to the family?

What are our dreams?

What are our nightmares?



Adapted from Essential Lifestyle Plan

Annette

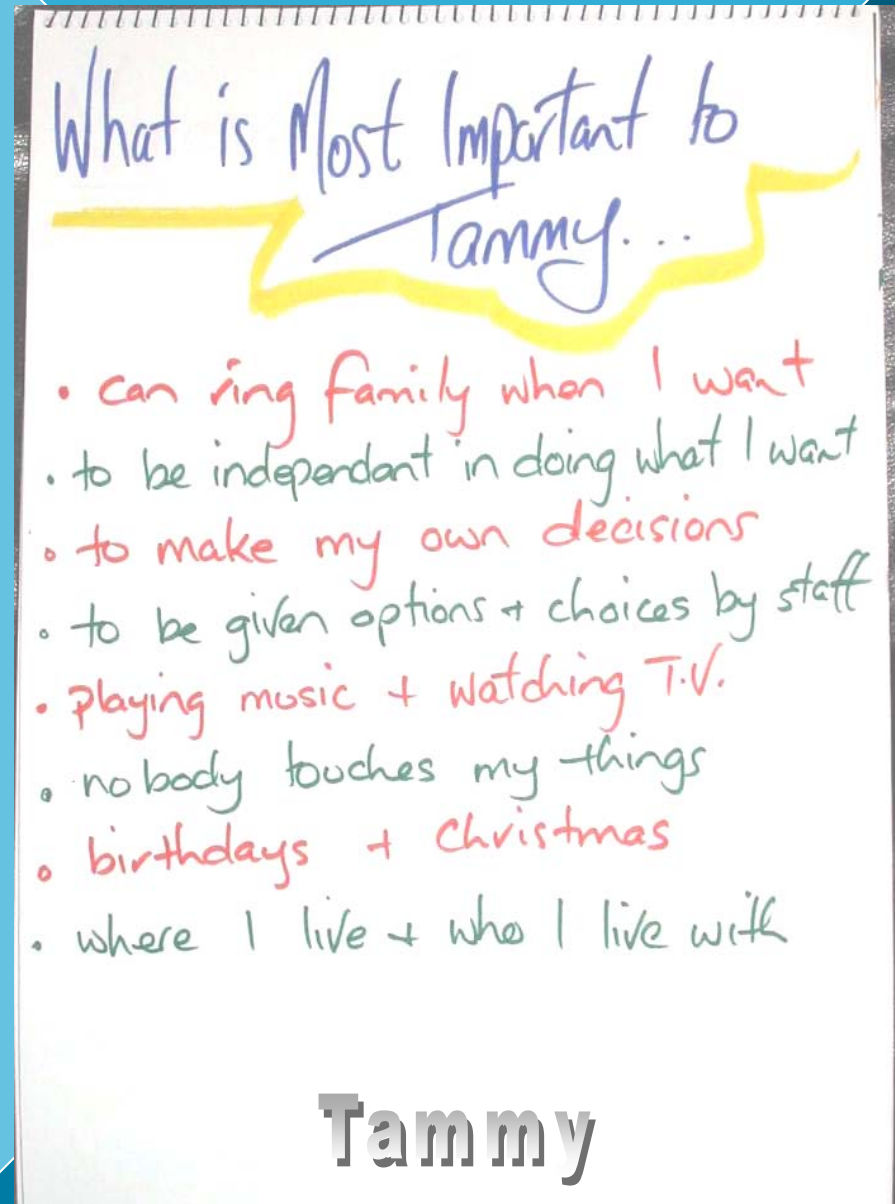
Image - enabling people to be seen in a positive light and respected roles

- The power of images or appearances**
- The things people do – things that other people do**
- Where people go – same places as other people**
- Who people go with or who they are grouped with – not just with people with disabilities**

Whats most important to the person.

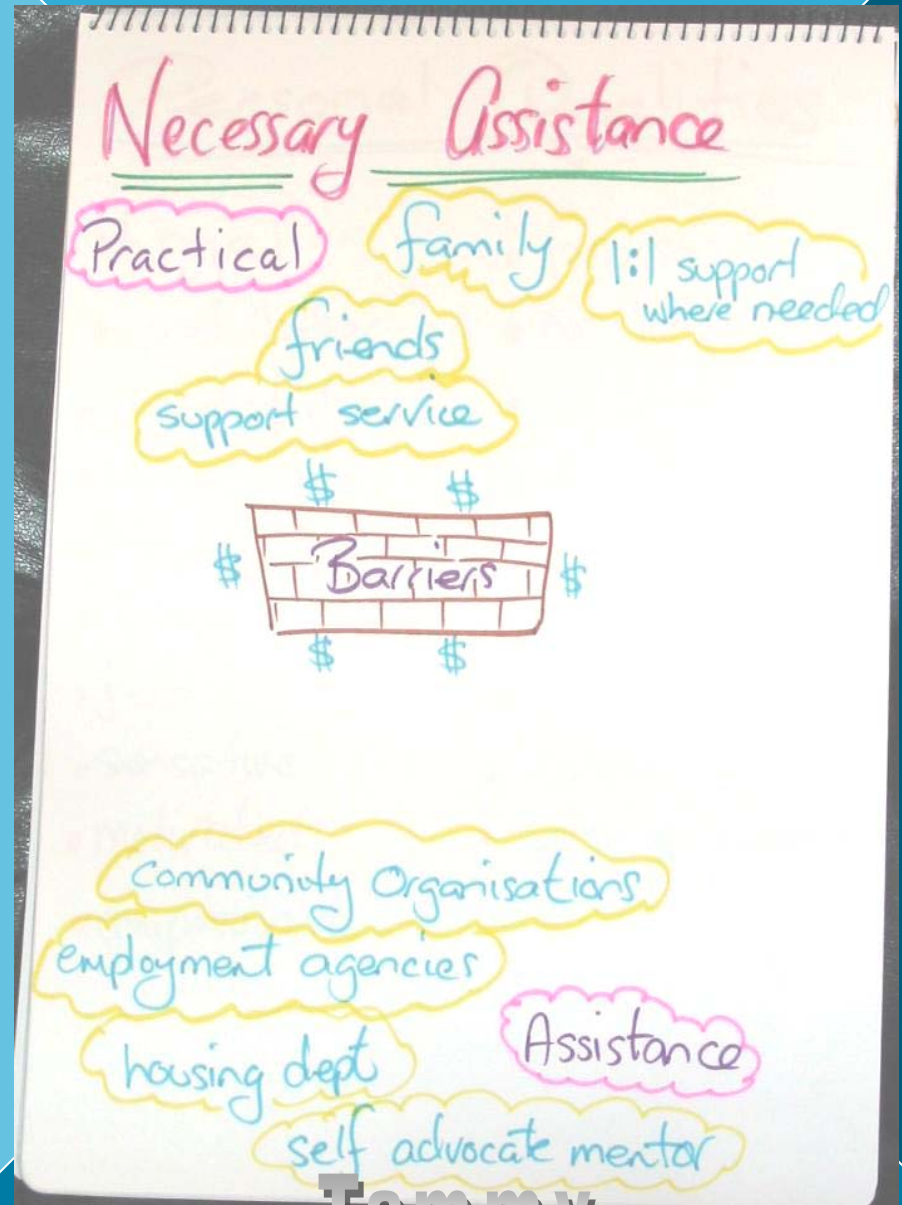
How can we make sure that this is true, not just what we think?

How do we verify this?



Necessary Assistance

- To increase opportunities
- To deal with barriers
- Used as a guideline for future action & harmonising plans



Tammy

Exploring Community Connections & Opportunities

Brainstorming exercise

Families and allies will have done some community exploration with the harmonising maps.

- Where to from here....?**
- Information exchange within the group.**
- What do we need to think about?**

Another exit signpost to keep out of resignation

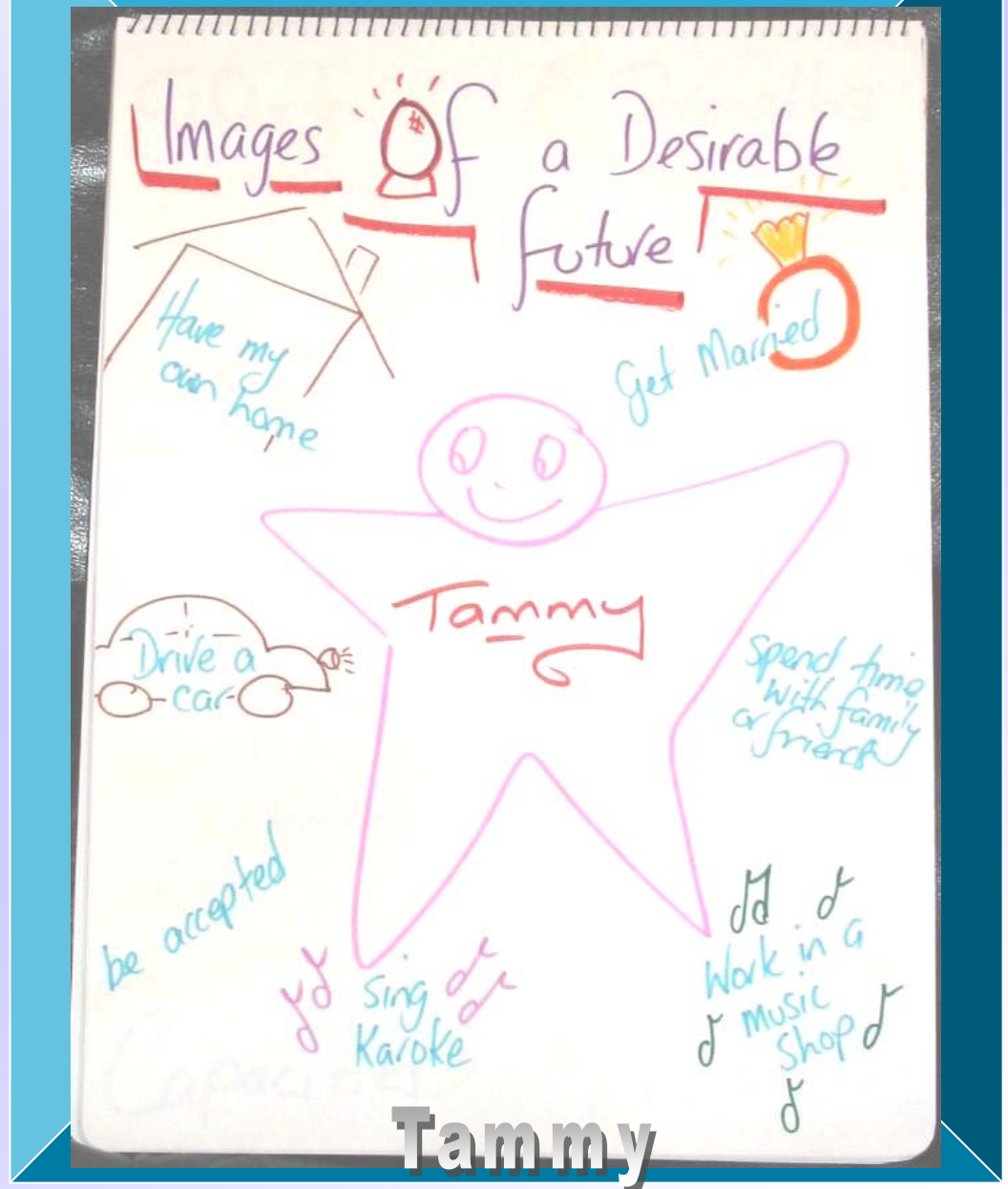
Core Values

Our values -

- Direct our decisions**
- Can be our personal compass or guide**
- Help us know who we are**
- Enables us to operate from a basis of personal inner strength**

Images of a desirable future

- What are the dreams and visions of the person?

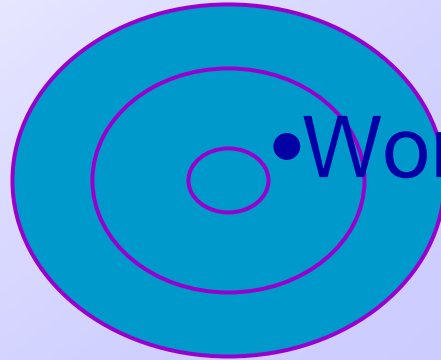


Bringing it all together...

- Writing a plan
- Circles of support & Influence
- O'Brien's steps 4 & 5 (resignation to realistic hope)
- Reflect on the Pathways to Possibilities training
- Where to from here as a group?
- What strengths & skills have we developed as a group?

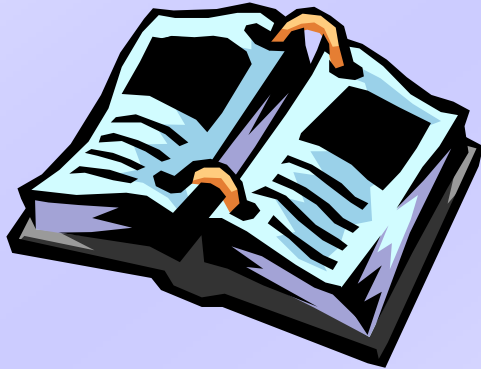
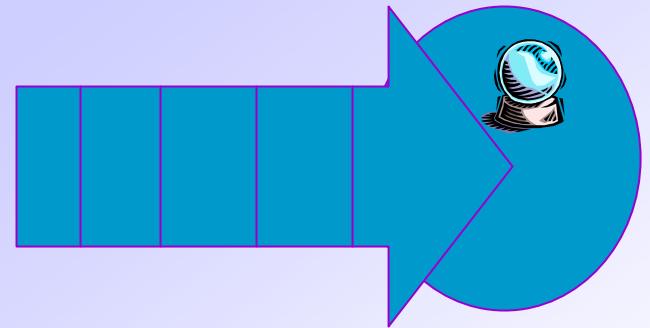
Pathways to Possibilities.....

Where to from here?



- Work on Circles of Support

- PATH's (Planning Alternate Tomorrows with Hope)



- Essential Lifestyle Plans

References:

Simpson, J & Associates (2004) *Pathways to Possibilities – A Guidebook*