

4th International Signs of Safety Gathering

Leiden, The Netherlands

*Building the practice,
Building the organisation*



The Parallel Process of Signs of Safety Supervision

Bureau Jeugdzorg Drenthe

Manna van Slot

Liane Pol

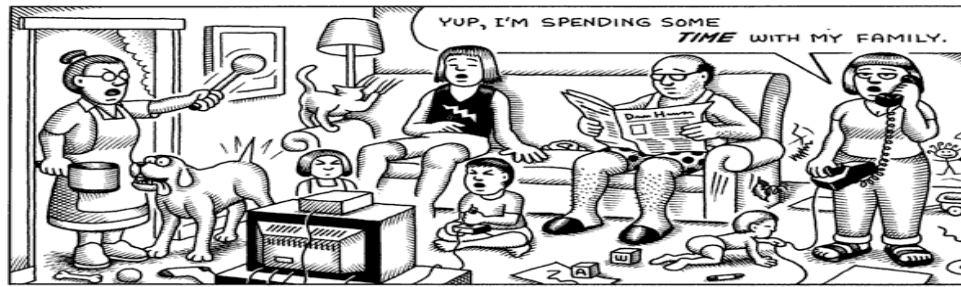
The Parallel Process

Liane Pol
Manna van 't Slot

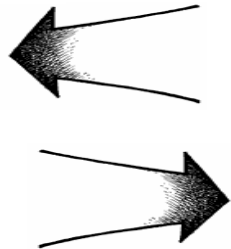
BJZ Drenthe



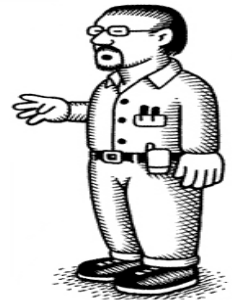
Parallel Process in Drenthe



Supervisor



Worker



Formula of Success

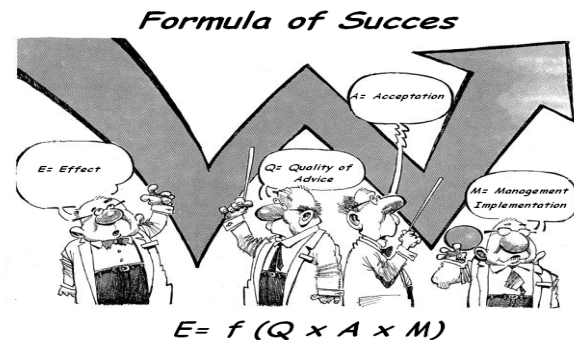
$$E = f(Q \times A \times M)$$

E= Effect

Q= Quality

A= *Acceptation*

M= Management (implementation)




1st principle:

*Respect recipients as people
worth doing business with*

**Focus on partnership through
questioning**

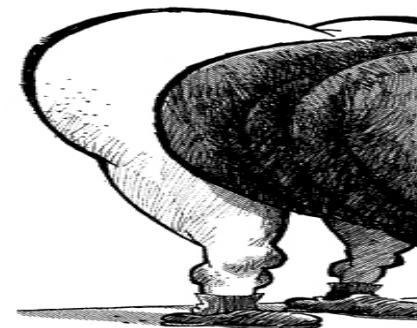
HOW ?

**What we expect from workers,
we should also expect of ourselves!**



I respect all my clients
as people worth doing
business with.
I call it 'partnership
through questioning'.

Cooperate with the person not with the abuse



3rd principle

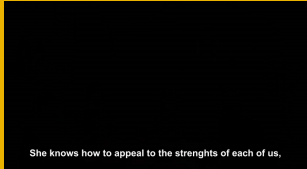
*Recognize that cooperation
is possible even where
coercion is required*



4th principle

*Recognize that all families
have signs of safety*

How to focus on
the strenghts of the worker



She knows how to appeal to the strenghts of each us.

The strenghts they use to trace
signs of safety in the most
difficult and complex families

5th principle

Maintain a focus on safety

**Constant focus on safety
throughout all moments of
contact with worker and
teams**



6th principle

Learn

what the recipient wants



**Really listen and learn what
workers want**

Always search for detail



From the beginning of the process focus on detail

8th principle

Focus on creating small change

**Are you aware of your
own expectations?**

**Learn to think small:
what's the next step**



Don't confuse case details with judgements



**Be aware of the possible differences
between perception
and judgement**

**Encourage the worker to delay his
judgement and adjust if necessary**

Offer choices



**Give the worker a voice in
how to work with
Signs of Safety**



Treat the interview as a forum for change



**Interaction between
supervisor and worker is
an important instrument for
change**

*Treat the Practice
Principles as aspirations,
not assumptions*

**Every worker, every family,
every case requires
something different**

Encourage creativity

Future

**What will be the reach of
our creativity?**

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