



## IDEAS BANK

# Wonderful You

‘Quite quintessential,’ quipped the Queen quickly.

From ‘Absolutely astounding’ to a zesty ‘Zippity-do-dah’, discover an alphabet of ways to say ‘Well Done!’ in this month’s Ideas Bank.

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### A super eye for supervision

Meet Roger Lowe, the co-author of the groundbreaking *Vision for Supervision* cards.



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### News round-up

Teachers’ toilets, a funky rural artspace and a university college. Read the latest exploits of our frankly free-ranging cards sets!



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### Flag spotters giveaway

How well do you know your flags? Rope in your family, your colleagues or students—and win a \$50 Innovative Resources gift voucher!



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# SOON

## Ideas Bank



# Wonderful You



Colourful, zany and bursting with energy, *Wonderful You* is the perfect resource for helping children and adults practise compliments and notice achievements. Use these cards to celebrate the joyousness of language and the pleasures of reading and being read to.

Each card features an alliterative statement that makes giving praise fun, while encouraging children's creativity and literacy skills. Start with the awestruck astronaut's "Absolutely astounding!" and continue through to the zookeeper's zesty "Zippity-do-dah!"

### Card of the Week

Selecting a 'card of the week' allows for many fun yet purposeful activities to be built around reading, emotional literacy and social skills development. Each card of the week can be prominently displayed and used as a focus for such activities as:

- finding other compliments or words of praise starting with the same letter
- practising spelling all the words on the card
- researching the profession named on the card (eg: How does one become a cook? What does a cook do?)
- identifying other professions starting with the same letter
- listing all the objects in each illustration that start with the designated letter
- learning compliments from other languages that begin with the same letter
- inviting each child to use the key word in a compliment to another person each day.

### The Alliteration Game

Children enjoy the humour of creating sentences where each word begins with the same letter. With a little adult help, children can use *Wonderful You* as a springboard to create positive alliterative sentences for all the significant people in their lives.

Start by identifying a child's significant friends, family, teachers, etc. List the things they are good at; what they can be complimented on. See if these can be matched in an alliterative sentence so that they create their own whacky connections:

- 'Geoff the grocer is great at growing grass.'
- 'Shirley is shy but shops for shoes superbly.'

A note of caution with this game: Sometimes there can be a tendency to pick up on negative traits. If this happens, a gentle steering back to the positive is called for.



### Make a Frieze

The 26 *Wonderful You* cards can be strung together to make a colourful and attractive frieze for a classroom, a child's bedroom or a space where children receive health or welfare services.

A long-lasting frieze can be created by running the cards through a laminating machine, leaving enough laminate around the sides of each card for a hole to be punched through ready for twine, or for a pin or peg to be used to hang the cards. Or you can simply use a reusable adhesive to stick the cards to the walls.

Health workers, counsellors and therapists: stick the cards on walls so they form a 'path' for children to follow from the waiting area to your office.

### Spontaneous praise

*Wonderful You* can be used by many different professionals who work with children, from teachers to occupational therapists, doctors to gym coaches! In a medical setting, a card can be shared with a child to recognise bravery or resilience, for example after having an injection or undergoing a procedure.

The cards are also great for sports coaches, offering a model for fun forms of praise that do not over-emphasise winning or children's physical ability. They can also be used to encourage parents to be creative and constructive with their praise from the sidelines!

And don't forget the *Wonderful You* stickers for even more creative ways to say 'Well done!'



### WONDERFUL YOU

26 laminated, full-colour cards, 160 x 160mm, polypropylene box, 28-page booklet.

Original concept & text on cards: Mundy Fox  
Booklet author: Russell Deal  
Illustrator: Katie Jardine  
ISBN: 9 781 920945 091

Product Code: 4000 \$44.50 inc. GST

# SOON

## In the Spotlight

# A Super Eye for Supervision



Meet the co-author of the practical yet provocative card set, *A Vision for Supervision*.

When Roger Lowe trained as a psychologist in the late sixties, 'supervision, such as it existed, was simply seen as a formal hurdle that had to be jumped to attain professional registration.' It was, Roger muses, 'a bit like doing a driving test to obtain your licence.' Supervision wasn't seen as an important and enriching professional experience in its own right.

So how did Roger, now the author of the *Vision for Supervision* cards, come to be fascinated by the practice of supervision and the benefits it has to offer? Well, he chuckles, it was a case of 'learning it by teaching it!' In the early 1990s Roger was part of the teaching team for a Master of Counselling at the Queensland University of Technology, which was one of Australia's very first postgraduate counselling courses to include training in supervision as part of the curriculum.

'Those of us teaching the course tended to base our approach to supervision on the counselling models we practised. By that time, I had developed my interest in strengths-based approaches including solution-focused therapy, narrative therapy and reflective team work.' So with a few like-minded colleagues, Roger adapted these therapeutic models to supervision, paving the way for the uniquely strengths-based approach embodied by the *Vision for Supervision* cards.

Like other card sets by Innovative Resources, *A Vision for Supervision* will be used in many different ways according to people's roles and how they feel about using cards directly with colleagues. Be prepared, Roger advises, to move in and out of your comfort zone while deciding how they work best for you. Some supervisors may want to use them during sessions with practitioners. Others will prefer to use the cards as a 'question bank' to help them prepare for or reflect on a session.

During early trials of the cards, some people indicated to Roger that they weren't quite sure if they would use the cards directly with practitioners, 'but they loved the variety of topics and questions which they could draw on as supervisors. It's just a matter of using the cards as a resource that fits your unique situation.'



"I am still intrigued by the potential of supervisor and practitioner to work collaboratively to co-ordinate their respective strengths".

Roger Lowe

That might lead you to wonder, how does Roger, an expert in supervision, use the cards himself? Being a teacher of supervision, Roger couldn't have a better resource to hand. This year he introduced the cards into a four-day course on supervision for a small group of students completing their Master of Counselling at University of the Sunshine Coast. 'I introduced the cards suit by suit as I discussed the different phases of supervision, and the students responded very positively to them. What the students seemed to find helpful was the break up of the topics and questions into the five suits. During practice sessions, they would often have the cards laid out on a table to act as a guide when needed.'

Even after all his years researching and observing the benefits that great supervision can produce, Roger says 'I am still intrigued by the potential of supervisor and practitioner to work collaboratively to co-ordinate their respective strengths. Something magical happens when a supervisor is able to offer their ideas and experience (and fulfil their professional and ethical obligations) while fully respecting the practitioner's own stance and experience.' Working towards a shared vision for supervision—that's what these cards are all about.

## Colour Coordinated

One aspect of the cards Roger has found useful to explain to people using *A Vision for Supervision* is the choice of colours for each suit.

'I hadn't been involved in this aspect of the design, and I was pondering one day if the choice of colours was deliberate or random. I should have known, of course, that my colleagues at Innovative Resources would have thought carefully about this!' So here's an interpretation of the colours that might add another dimension to your own experience with the cards:

- Green, for **Beginning**, stands for the green shoots of a new relationship and also for the Go! sign in traffic lights.
- The earthen colour of **Contexting** suggests grounding the supervision in the practical realities of the work situation.
- Orange for **Sharpening the Focus** connotes energy and warmth, focusing on the immediate issues of the day.
- Blue, for **Widening the Lens**, invites a shift from the ground to the sky, taking a more expansive and reflective stance.
- Finally Red for **Ending** suggests the ripening fruit of the supervision relationship, as well as: Stop!

## In the Giveaway Mailbag

Last November we received this beautiful response to our SOON sticker giveaway. Jess Henley is a Pastoral Support Worker based in South Australia, where she works between two primary schools. Here's her story...

*'I have used many of your card sets. But the one I select from most is Note to Self. I have used the cards in many ways, but these are my favourite two ways to use them:*

*1. I stick a different Note to Self card up in the staff toilets each week. The toilet, for a teacher, is sometimes the only place you get to sit for the whole day. The teachers really love having something to reflect on before going back into the craziness of the classrooms.*



*2. The other way I use the Note to Self cards is to read them to myself and think about who might need a particular card. I pass it to the person to reflect on for a day or a week (however long they think they need it), then they pass it on to someone else. By the end of the term I have most of the set of cards out and about around the school. Sometimes they make it to parents and sometimes they become prompts for a class discussion.*

*All of your card sets have been so wonderful to use with teachers, parents, students—and even the community—when speaking about my role. Thanks.*

## In the Spotlight

# Speaking Volumes in Only Six Words

In late September Innovative Resources hosted a workshop called Life Tweaking at University College in Melbourne. The workshop was named after the set of cards of the same name published by Innovative Resources. This card set was produced primarily with life coaches, mentors, supervisors, counsellors and team leaders in mind, and the workshop focused on ways of using this and other resources for creating conversations that open doorways of possibility and hope with clients.

During the workshop participants were introduced to the GROW model and other solution-focussed, strengths-based techniques, principles and questioning styles.

The facilitators of the workshop, Donna McGrory, a professional life coach and workplace trainer, and Karen Masman, managing editor at Innovative Resources, explored a range of interactive activities including a creative writing activity called 'Six-word Stories'.



Six-word stories are just that; stories in six words—not five or seven but exactly six. This potent and simple method of storytelling was pioneered by Ernest Hemmingway who wrote the following poignant six word story:

*For sale, children's shoes, never worn.*

What happened? Why were they never worn? Who knows? A host of stories bloom with misty possibility beneath these six words.

The internet has since spawned countless amazing, funny, bawdy, sad, joyful and moving stories in six words.

Here are some of the six-word stories written in the workshop:

- My heart feels pain and joy—Neriman
- New life in to old soul—Rebecca
- Fun, sun, beach, little feet, laughter—Claire
- Today I accept what was denied—Mary
- Sailing, wind rising, lost shores, found—Robyn
- Courage cannot exist without fear—Amanda
- Light steps, big eyes, sun rising—Rachel
- Deep sorrow, dark night, diamond light—Mary
- It's ok to not be ok—Alitia
- Find the courage to let go—Debbie
- Is it ok to just tolerate?—Kim
- Stand alone and grow beside me—Lynne

It was a choral launch for our newest card set, *The Nature of Strengths*. On 6th December, members of Innovative Resources were joined by the Chat Warblers to sing this beautiful strengths-based resource into people's hands and hearts. Robyn Spicer's exquisite watercolour illustrations took pride of place around the walls of the Lot 19 artspace in Castlemaine, attracting many buyers and compliments from all.



# SOON

## SOON Giveaway



# Flag Spotters Giveaway

Here at Innovative Resources, we receive many orders from overseas—and you might be surprised by some of the places they come from! Below are 10 nations we posted orders to last year.



1 G B



2 T



3 G



4 M S



5 D



6 N



7 I



8 C R



9 C



10 S K

This month, there's a \$50 gift voucher to be won by one lucky person who identifies all 10 flags correctly. To enter the draw, simply send your list of flags to [caitlyn@innovativeresources.org](mailto:caitlyn@innovativeresources.org). Ask your children, ask your friends—this one's yours to win!

Entries close Friday 6th March.



# Workshops and Conferences

ST LUKE'S INNOVATIVE RESOURCES AND  
WOMEN'S HEALTH LODDON MALLEE WARMLY INVITE YOU TO:



## Gender FAIRNESS WORKSHOP

Looking for ideas  
to get gender onto  
your workplace  
agenda?

Needing resources  
to start or progress  
conversations about  
gender fairness?

**tools & techniques for creating conversations about gender equity**

Many of us are not practised at talking about how gender influences our identity, our relationships at home and at work, and our attitudes and expectations of each other. Our society is so clearly divided into male and female roles that we take for granted that men and women, girls and boys have fundamentally different lived experiences from almost the time they are born. And these differences are not equal. All the research demonstrates that men have greater access to power, wealth and leisure. Women have greater responsibilities in the home and in caring for children, the sick and the infirm. What does this mean for women and men in the workplace, in relationships and at home, in communities, and in other social settings?

### **In this workshop participants will:**

- explore innovative and interactive ways to use the *Gender Fairness* cards, and other hands-on original tools
- gain information and understanding about gender equity and explore why it is important to talk about it at work, in the home and in the community
- use creative techniques such as writing, art, visual resources and questioning styles to explore and understand our own gendered attitudes and expectations
- take away conversational tools and techniques for opening up and progressing discussions on topics such as power and control in the workplace, at home and in social settings.



### **The Facilitators**

#### **KAREN MILGROM**

Karen has an Arts degree, Diploma of Education, a Graduate Certificate in Professional Writing and Editing and a Cert IV TEA. She is experienced in training and facilitation, community development and health promotion. Karen has worked in a range of government, community and health services where she has initiated and implemented social justice, family violence prevention and problem gambling programs. She works as Gender Equity Worker at Women's Health Loddon Mallee, and teaches Community Services Work at Bendigo TAFE.

#### **KAREN MASMAN**

Karen has a Master's degree, a Diploma of Teaching and a Diploma of Counselling Psychology. As the managing editor at St Luke's Innovative Resources, she has been involved in creating many strengths-based resources for counsellors, teachers and social workers. Karen is the author of a book called *The Uses of Sadness* and a card set called *The Nature of Strengths*. She recently facilitated a series of therapeutic creative writing programs resulting in a book called *The Treasure Trove*.

- When:** 9.30am—4.00pm; Wednesday 22 April 2015
- Where:** Academic Centre, University College,  
40 College Crescent, Parkville VIC 3052
- Cost:** \$198 Includes morning and afternoon tea, lunch, a set of *Gender Fairness* cards and booklet of suggestions and techniques.
- Registration:** Required prior to the workshop. Please post/fax the attached registration form, or register online: [www.innovativeresources.org](http://www.innovativeresources.org) (search for *Gender Fairness* Workshop)  
For more information email: [info@innovativeresources.org](mailto:info@innovativeresources.org)

[www.innovativeresources.org](http://www.innovativeresources.org)

# SOON

## Workshops and Training

### TOOLS WORKSHOPS & STRENGTHS APPROACH TRAINING IN 2015:

- May 4 & 5 & June 16: *Strengths Approach Training*, Bendigo
- May 20: *Tools for Working with Families, Tools Workshop*, Bendigo
- June 17: *Walking the Boundaries, Tools Workshop*, Melbourne
- July 20 & 21: *Strengths Approach to Supervision*, Bendigo
- July 22: *Girlltopia, Tools Workshop*, Melbourne
- August 12 & 13 & September 17: *Strengths Approach Training*, Bendigo
- August 20 & 21: *Tools of the Trade, Tools Workshop*, Melbourne
- September 8: *Introduction to the Strengths Approach*, Bendigo
- October 7 & 8: *Strengths Approach to Supervision*, Bendigo
- October 12 & 13: *The Literary Therapist, Tools Workshop*, Castlemaine
- November 12 & 13 & December 10: *Strengths Approach Training*, Bendigo



**March 25, Bendigo**

### Introduction to the Strengths Approach

Everyone has strengths. Our qualities, capacities, relationships, values, stories, experiences, skills and material resources can all be strengths. But sometimes, 'The Problem' can be all-consuming, keeping us stuck and creating barriers to change. Strengths-based practice keeps the focus squarely on identifying, mobilising and celebrating strengths.

**The principles and skills of strengths-based practice include:**

- Values and beliefs of the strengths approach
- How 'Power Over' can occur and working towards 'Power With'
- Creating conditions for change
- Using the 5-column approach to implement plans
- key strength approach skills such as externalising, scaling, reframing and normalising

**April 16 & 17, Bendigo**

### Strengths Approach to Supervision

This workshop is designed for anyone who gives or receives supervision. Using group discussion, exercises, demonstrations and hands-on tools, participants will learn to apply a strengths approach to a 'supervision team', with the aim of building reflective, creative and effective supervision relationships. This workshop includes:

- Core beliefs, principles and processes of strengths-based supervision
- Values and competencies
- Traditional supervision compared with a strengths-based approach
- Exploring and auditing current supervision practice
- What is 'good' supervision? How do we balance accountability, support, learning and education?
- Exploring 'feedback' and building it into practice
- Demonstration and practice of individual supervision and group supervision
- Planning your supervision goals.

For all enquiries, please contact Innovative Resources on (03) 5442 0500 or email [info@innovativeresources.org](mailto:info@innovativeresources.org)



# DON'T FORGET WE'VE MOVED!

**FIND US AT:**

62 Collins Street,  
Kangaroo Flat,  
Victoria 3555



For now, our phone number is the same:

**03 5442 0500**

Our New Fax number:

**03 5447 2099**