

# Becoming an Ally

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<https://www.kingsfund.org.uk/publications/what-is-compassionate-leadership> with their  
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Some stories **enhance** life, others degrade it

**Which** PBS do we **mean**?

PBS at conferences, in policy, or case studies...

...or as **experienced**

in hospitals and 'assessment & treatment units'

# four-term contingencies

establishing operations – predictors – responses – consequences  
(ye olde ABC)

why do we choose to use these only for  
difficulties?

# PBS

*is your support plan one you'd choose for  
yourself or those you love?*

**Serviceland** speaks about absconding

**Allies** speak about leaving unhappy places

**Serviceland** talks about challenging behaviour

**Allies** talk about communication

**Serviceland** earns a fortune by preaching about clinical and pathological challenges

**Allies** talk about humans in distress

**Serviceland** talks of vacancies and beds and treatment

**Allies** talk of homes and belonging and learning



**it is hard to empathise with otherness and  
'wrongness', much easier to emphasise with humans**

## Autonomy

The need to have control over one's work life, and to be able to act consistently with one's values

- 1 Authority, empowerment and influence
- 2 Justice and fairness
- 3 Work conditions and working schedules

## Belonging

The need to be connected to, cared for by, and caring of colleagues, and to feel valued, respected and supported

- 4 Teamworking
- 5 Culture and leadership

## Contribution

The need to experience effectiveness in work and deliver valued outcomes

- 6 Workload
- 7 Management and supervision
- 8 Education, learning and development

Transforming Care?

Or continuing indifference?





# PBS

*a spiffy euphemism for business as usual?*

Attending



Understanding



Empathising



Helping



There's no point in fixing behaviour

if a life remains broken

I **finally** understood  
that I may not be a **perpetrator**,  
but I'm a **perpetuator**





don't perpetuate the passivity of people using services





Our work is incomplete  
unless we become an ally  
to what is possible

be leaders, not training providers

People with developmental disabilities come **alive** when careful attention is given to their stories. Person centred planning can provide **social space** for appreciating a **person's story** in a way that leads to meaningful new chapters... People trapped in the box of **segregation** and **socially-sanctioned deprivation** of opportunity need imagination almost as much as they need fresh air