

## Top Ten Tips for taking a Solution Focused Approach.

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- 1: Don't get carried away and become "Solution Forced"
- 2: Use "reframing" for a quick fix in therapy, supervision sessions, meetings, management discussions etc.
- 3: Balance the "non-expert" stance with your expertise. Both parties have their own expertise.
- 4: Approach all conversations, including training, supervision, negotiations etc from an SF approach even if the subject is apparently incompatible e.g. domestic setting, workplace, teenage kids or difficult situations.
- 4: Remember the "Noticing GEMS" model. Look out for and notice, Goals, Exceptions, Miracles and Scales. Who notices? Who else?
- 5: Think in terms of a solution focused approach rather than "Solution Focused Brief Therapy" or "Solution Focused Supervision".
- 6: Think of similar situations where the approach has worked and use these as examples or, at least, keep them in mind during conversations.
- 7: Use the approach whilst avoiding open clashes of ideology. Subtlety pays dividends. Aggressive and demanding people respond well to "respectful curiosity".
- 8: Look out for and notice signs of change. E.g. Someone reflecting the approach, "I do not have a magic wand... but if I did ....." or "Well my best hopes....."
- 9: Pay close attention to strengths in individuals and teams. Acknowledge and cultivate these.
- 10: Use the approach as "DIY coaching".

Ask yourself the MQ and scaling questions in difficult situations.