



Support Movement

a Paradigm project

www.paradigm-uk.org

The 8 qualities that make a **Gr8 Support Worker:**

(as decided by over 350 people with a learning
disability and their families)

-  Adventurous
-  Friendly
-  Encouraging
-  Supportive of my loving
-  Connecting
-  Advocating
-  Respectful
-  Resourceful

Bringing the
qualities of
Gr8 Support
to life.

Paradigm
Pushing boundaries

Gr8 Characteristic (as created by people with a learning disability and families)	Meaning	Behaviours and skills (as created by Gr8 Support Movement members)
Adventurous 	Exploring. Taking risks and supporting others to take risks.	• Fun and exciting – likes a challenge • Willing to try new things • Good at reflecting and learning • Confident in questioning rules and barriers • Takes, encourages and manages risk • Courageous and inspiring • Can tolerate uncertainty
Friendly 	Interested in people. Treats people in a kind, empathetic, warm and informal way.	• Genuinely likes and warms to people • Interested and curious about others • Able to be relaxed and informal • Understands and shares a person's sense of humour • Kind and thoughtful • Can express empathy and sympathy • Welcomes and offers affection • Show compassion and if appropriate give hugs
Encouraging 	Believes in people. Builds confidence and courage. Motivates and supports achievement.	• Believes in the abilities of disabled people • Ambitious for people to achieve • Offers praise and positivity to help build confidence and self-belief • Helps people overcome anxiety and fear • Celebrates often • Focuses on people's strengths

Gr8 Characteristic (as created by people with a learning disability and families)	Meaning	Behaviours and skills (as created by Gr8 Support Movement members.)
Supportive of my loving 	Upholds the right of people with learning disabilities to love others and enjoy relationships of their choosing, including sexual ones.	• Respects the rights of people with capacity to consent to sexual relationships • Willing and able to support people to get married, enter civil partnership or live together • Supports people with a learning disability to explore or develop lesbian, gay, bisexual or transgender identities and relationships • Knows how to help people keep in touch with old friends and make new ones • Knows how to work alongside families positively whilst keeping their loved one at the centre of decisions •
Advocating 	Standing up with and for people. Upholding people's human and civil rights and people's rights as equal citizens.	• Knows what people's rights are & supports self-advocacy • Can assert people's rights in relation to benefits, housing, health, care and other entitlements in law • Knows when to get expert or legal advice • Understands if, when/how to act in people's best interests • Being proactive, not just reactive • Challenges others in a positive, constructive way
Connecting 	Good at understanding and communicating. Can connect and help others connect.	• Has great communication and connecting skills • Is passionate about community • Can be present, alongside someone, but not very visible • Interpersonal and intrapersonal skills • Believe in all types of relationships for people with a learning disability (friendship, family, love) • Explores possibilities beyond 'service land'

Gr8 Characteristic (as created by people with a learning disability and families)	Meaning	Behaviours and skills (as created by Gr8 Support Movement members.)
Respectful 	Courteous. Sensitive to personal identity, dignity and privacy. Respects other people's views and decisions.	• Sensitive to issues of personal identity (age, disability, race, gender, sexuality) • Is on time • Remembers they are a guest in someone else's home • Inclusive and willing to embrace diversity and difference • Understands and upholds privacy & dignity • Respect people's decisions even if you think them unwise
Resourceful 	Solution focused and good at exploring to find 'people resources' and opportunities as well as maximising money and other resources.	• Curiosity and desire to find things out • Skills to investigate and research • Good at matching people to opportunities • Sees problems as challenges to be met • Maximises income & entitlements • Identifies and builds on peoples skills and talents • Has good negotiation skills

What can we do to grow these qualities and behaviours in our teams?