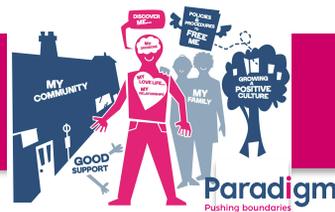


Addressing Integrity Gaps



Positive Culture grows stronger through thoughtful conversation among people with **different positions and perspectives**. It is through stopping and having this conversation that everyone will **reflect and learn** about a particular situation AND if necessary, find a better way of moving forward.

This process for a conversation (see over the page) will **best work** if people with learning disabilities, families, supporters as well as managers, commissioners and trustees are co-thinkers.

Welcome people to be curious, honest and tolerant enough to listen to the different voices present.

As John O'Brien says 'If people can discover a better way – support each other to have the **courage to risk it** and the space in which people can **express their freedom to grow**.'

Addressing integrity gaps calls on four capacities.

First is the **desire** to support the freedom to live an ordinary life

Second is **seeing and believing** in people's capacity to live an ordinary life with the right support.

Third is **mindfulness and design thinking**. The capacity to notice situations in which there is a disconnect between stated commitment to supporting people in a good ordinary life and our actions.

Fourth is a **willingness to risk** trying the design for a better way, reflecting and revising as you go along.



1 What is the Integrity Gap identified?

2 What are the consequences of this Integrity Gap?

3 How did we produce this? Sketch the causes.

4 What positive value could this serve for the person supported?

5 **Design a better way.**