**Standard 1 staff development resource**

## Reflecting on choice

The National Disability Standards refers to reflection as activities that individuals, teams and organisations undertake to learn from practice and action.

Reflective practice encourages you to think about your actions, values and beliefs and how these impact on your interactions with others. It means:

* Learning to pay attention – listening to ourselves
* Coming face to face with our assumptions
* Noticing patterns
* Changing what we see and the way we see.

Reflective practice is an important tool to support continuous improvement in our organisation.

**Reflection**

This reflection can be completed at any time by an individual and may be followed by a conversation with your manager. It can also be a facilitated discussion as part of formal organisational training or other development opportunities such as team meetings and supervision.

The aim of these questions is for you to think what choice looks like in practice and how you can best support people with disability in active decision making when providing support. Think about:

* What does choice mean to you?
* What daily decisions do you make that might not be experienced by the people we support?
* How can you improve choice and increase opportunities for self-determination, decision making and control for the people we support?
* How can our organisation improve choice and increase opportunities for self-determination, decision making and control for the people we support?

**Key messages**

If this reflection is being facilitated, it is important that the facilitator listens respectfully to staff’s reflections and ideas. Link their responses with the following messages, people with disability:

* Want service providers to give them real choice about things that they can and want to do
* Want to make their own choices and have control over their lives and the supports they receive
* Have the right to try new things and take risks;
* Should be supported to make informed decisions
* Have support from family, carers and advocates to make informed decisions, if required.

**[Organisation]** policies and procedures respects, the rights of people with disability in exercising choice and control about matters that affect them.

If you have any queries about ways you can support people with disability to make their own decisions or any concerns about your duty of care please talk to **[position and contact details]**.

**External resources and links**

* [National Standards for Disability Services](https://www.dss.gov.au/our-responsibilities/disability-and-carers/standards-and-quality-assurance/national-standards-for-disability-services)
* [National Disability Insurance Scheme Quality and Safeguarding Framework](%E2%80%A2%09https%3A/www.dss.gov.au/disability-and-carers/programs-services/for-people-with-disability/ndis-quality-and-safeguarding-framework)
* [NDS Person Centred Practice Across Cultures: Workbook 1.4](https://www.nds.org.au/resources/person-centred-practice-across-cultures-resources)
* [NDS Speaking up about Safety report](https://www.nds.org.au/images/resources/resource-files/speaking-up-about-safety-fullreport.pdf)
* [NDS Zero Tolerance free resources](https://www.nds.org.au/resources/zero-tolerance)