**Toolkit for self-directed learning**

RCOT 2023 Elizabeth Casson Memorial Lecture

*Nothing grows in toxic environments*

**Introduction**

Use this reflective toolkit to apply what you learned from Keir Harding’s RCOT 2023 Elizabeth Casson Memorial Lecture.

Keir is CEO and Clinical Lead at Beam Consultancy, where he specialises in working with people who use self-harm, recurrently feel suicidal and face significant stigma. He is considered a leading expert in the mental health field among occupational therapists.

In this lecture, Keir discusses the importance of our relationships with our clients and how these can be impacted by:

* the socio-political environment surrounding occupational therapy
* the culture of the organisation where one works
* the stigmatisation of people with mental health issues as being different or inferior.

Keir will explore how these areas shape our experiences and why we continue to support environments that harm people's wellbeing. The lecture will be a thought-provoking discussion on the interplay of stigma, policy, politics and relationships in shaping our lives.

This toolkit prompts you to think about the lecture's content and how it applies to your practice. By answering questions and analysing your service, you can identify areas for improvement and take action. Suitable for all career levels, the toolkit supports the [RCOT Career Development Framework](https://www.rcot.co.uk/cpd-rcot)'s Leadership pillar.

Use this toolkit for individual, paired, or group reflection and critical thinking. If you are using it on your own, focus on your initial reflection after watching the lecture and consider sharing with colleagues or in supervision. Use the facilitator guide if working in a group to structure and make the most of your discussions. The last part of the toolkit is structured around the [HCPC CPD standards](https://www.hcpc-uk.org/standards/standards-of-continuing-professional-development/), and can serve as evidence of meeting them.

RCOT is grateful to Keir Harding’s collaboration in the development of this resource.

## How to watch the lecture

[Register and watch live](https://www.rcot.co.uk/2023-elizabeth-casson-memorial-lecture) on Thursday 27 April, 6.30–8pm. A recording will be available shortly after the lecture.

**Individual initial reflection**

(Suggested time: 20 minutes)

During or immediately after the lecture, jot down your initial thoughts in response to the following points.

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| Which aspects of the lecture presented by Keir particularly resonated with you? Why is that? |
| Click or tap here to enter text. |
| Do we pay enough attention to the social environment compared to people’s physical surroundings? Will you do anything differently after listening today?  |
| Click or tap here to enter text. |
| How do Creeks ideas around how the organisation/institution influences therapeutic work impact on you?  |
| Click or tap here to enter text. |
| Did you identify any of the highlighted themes impacting on your relationships with your patients? (work pressures, fear of doing something wrong, systems ‘designed to harm’, a need to be quiet, a work environment that feels intolerable etc.). Are relationships as important as Keir says they are?  |
| Click or tap here to enter text. |
| We can’t change the world…or can we? To what extent do we need to balance working with the problems people bring to us rather than addressing elements in different aspects of society that impact on their distress? |
| Click or tap here to enter text. |

**Paired discussion**

(Suggested time: 20 minutes)

Find a partner to work with. Share your answers as far as you feel comfortable and discuss your thoughts.

|  |
| --- |
| Have you identified any toxic elements in the environment surrounding you and your patients? |
| Click or tap here to enter text. |
| Are there elements that you would be nervous of highlighting or challenging?  |
| Click or tap here to enter text. |
| What would need to happen for it to be safe to discuss and address the unnamed issues that affect our work and our patients? |
| Click or tap here to enter text. |

**Group discussion**

(Suggested time: 20 minutes depending on group size)

Using your initial reflections and paired discussion, consider the following questions.

|  |
| --- |
| Honestly, was any of that relevant? |
| Click or tap here to enter text. |
| What did we most connect with? What did we feel most negatively about? |
| Click or tap here to enter text. |
| If we feel at all motivated after listening today, how do we keep in touch to ensure we keep the momentum to address the issues we feel passionate about?  |
| Click or tap here to enter text. |
| What resources and support do you need to put the prioritised ideas into action? |
| Click or tap here to enter text. |

**Final individual reflection**

(Takes about five minutes)

|  |
| --- |
| 1. Do you have clear ideas on what you need to do as an individual and as a group?
 |
| Click or tap here to enter text. |
| 1. Are there any barriers holding you back in making changes? How do you remove these barriers?
 |
| Click or tap here to enter text. |

**Close**

You may wish to arrange to meet up as a group or in pairs at a future time to discuss this topic further.

**Follow-up: reflection and application**

Revisit this resource in the next few days. Review your answers to the questions. You might want to discuss your reflections with someone else. Save this page in your CPD portfolio.

Reflect on and record your answers to the following topics.

|  |
| --- |
| 1. The impact of my learning from this lecture on my practice has included:
 |
| Click or tap here to enter text. |
| 1. I would now like to learn about:
 |
| Click or tap here to enter text. |
| 1. The changes I will make to my practice to benefit my team, service or organisation are:
 |
| Click or tap here to enter text. |
| 1. The changes I will make to my practice to benefit my service users are:
 |
| Click or tap here to enter text. |

**Feedback**

Your views are important to us. Let us know what you think about this resource and share how you’ve used it. Send your feedback to prof.dev@rcot.co.uk or on Twitter [@CPD\_RCOT](https://twitter.com/CPD_RCOT).

**Previous RCOT Elizabeth Casson Memorial Lectures**

If you have enjoyed this event, you may want to view previous lectures.

2022 – *Optimising performance, clinical and economic outcomes in occupational therapy service delivery*, Dr Sidney Chu

2021 – [*No barriers to brilliance*](https://www.rcot.co.uk/deep-dive-learning#no-barriers-to-brilliance-casson-lecture-2020)*,* Dr Anita Atwal

2020 – [*Re-engineering truth and certainty in occupational therapy*](https://www.rcot.co.uk/deep-dive-learning#re-engineering-truth-and-certainty-in-occupational-therapy-casson-lecture-2020), Dr Jenny Preston

2019 – [*Shifting our focus. Fostering the potential of occupation and occupational therapy in a complex world*](https://www.youtube.com/watch?v=HYgWV-U91NM&t=1s), Dr Sarah Kantartzis

2018 – [*Occupational stories from a global city*](https://www.youtube.com/watch?v=brLv9p7lCpI), Dr Nick Pollard