

How to use FaDSS Stepping Stones to Family Success



- ✓ Introduce the Stepping Stones to Family Success tool and process.
- ✓ Ask the family to select their status in each of the work and life areas.
- ✓ Help the family identify and prioritize the areas in which they are most motivated to make a change.
- ✓ Get specific. What one or two concrete changes does the family want to make in an area and by when?
- ✓ Ask the family to pause and envision how their life might be different if they make the change. Why is this important to them?
- ✓ Define a detailed plan with the family that maps the steps that will lead to success. Be specific, realistic, and clear.
- ✓ Identify potential challenges (potholes) and what they might do to address them (detours).
- ✓ Review progress. Invite the family to reflect on what worked well and what didn't work well.
- ✓ Repeat the process.

You know you are on the right track if you...

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| Do | <ul style="list-style-type: none">• Share the Stepping Stones tool with the family and ask them to fill it out before your home visit or during it.• Create space for the family to listen to their own voice by going slow, facilitating the process rather than telling people what to do, and embracing the silence.• If a family seems stuck, give them a piece of paper and something to write with. Set a timer for 2 minutes and ask them to write down or draw all the changes they might want to accomplish within the next few weeks to generate ideas.• Look and listen for signs that the family is motivated, such as a smile or excitement in their voice.• Create a plan that is specific (for example, "Tomorrow at 2 p.m. in my kitchen, I will..."), time bound (in the next 1 to 2 weeks), and realistic (small, doable steps).• Emphasize that the family owns their goal and plan. You can ask for a copy to follow up with them on their progress.• Celebrate successes and invite the family to reflect on what worked well and why they were successful.• See challenges as an opportunity for growth and learning. |
| Say | <ul style="list-style-type: none">• "Stepping Stones to Family Success is a tool to help us think about the different areas of your professional development and personal growth. It can help you identify which aspect of your work and life is most important right now and where we can focus our work together."• "Stepping Stones is organized by areas for work and life that fall into multiple general categories. But we only have to focus on one. We can drill down further within each area."• "If you do not wish to talk about an area or issue right now, please just let me know and we can move on to a different topic. I want to focus on the areas of your life that you are motivated to change." |
| Ask | <ul style="list-style-type: none">• "Which area feels most important to you right now? What would you like to be different?"• "How might your life be different if you make that change? Tell me more about that!"• "What might get in the way of making this change?"• "What additional resources or support might you need to make this change?"• "What do you have in place now that you can build on?" (for example, Is the family aware of areas that they might need to strengthen? Are their areas where they are already strong, but would like to get even better? Are their interested in career development opportunities to cultivate their leadership skills?)• When revisiting the Stepping Stones plan, ask them, "What went well and what didn't go as well? What did you learn?"• If a family is not making progress, then ask <u>yourself</u>: (1) Do they need a new or different goal?; (2) Do they need to revise their plan?; or (3) Is something else getting in their way of success? Reiterate that this is a process for growth and self-discovery! |