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**Toolkit for self-directed learning**

RCOT Casson Memorial Lecture 2021

No barriers to brilliance: Social and creative courage to innovate and disrupt occupational therapy practice

A person with long hair smiling

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This learning resource is a reflective toolkit that will assist you to widen your learning from the RCOT Elizabeth Casson Memorial Lecture 2021 delivered by Anita Atwal. Dr Atwal is Associate Professor of Interprofessional Working at London South Bank University.

The Toolkit supports the Leadership Pillar of the [RCOT Career Development Framework](https://www.rcot.co.uk/cpd-rcot). It is suitable for people at all career levels. It is designed to support pairs or groups of friends or colleagues, although it can be adapted for use by individuals. If you are using it on your own, spend more time on the Individual Initial Reflection after watching the lecture. The Follow up reflection and application will be especially important for individuals. Consider sharing your learning in supervision or with colleagues.

This Toolkit event has several elements including the lecture itself. For a group, it will take just over two hours to follow. There is a separate reflection and application activity to complete a few days after the group meeting. All users, not just individuals, may also wish to follow up on learning in supervision sessions.

Innovation and change require social and creative courage. Social courage is the ability to engage in meaningful relationships with others and involves the willingness to risk oneself for the good of others. This means speaking out, challenging existing behaviours and structures or practice. It means being in a situation we may not want to be in, speaking up and/or taking risks.

RCOT’s Chief Executive, Steve Ford, described occupational therapists as ‘feisty’ in his closing remark during the RCOT Annual Conference 2021. But is feisty a sought-after trait within the profession? How many feisty occupational therapists do we know? Are you one? Was Elizabeth Casson just this?

Creative courage, in contrast, is the discovering of new forms, new symbols, new patterns on which new society can be built. It has never been more evident than during this pandemic.

Anita’s lecture builds on the concepts of social and creative courage and relates unethical and uncaring behaviours in professional practice that can hinder success. It will utilise stories and accounts from practice, personal reflections and lessons from history as well as best evidence.

The aim is for you as colleagues and peers to take risks to innovate and disrupt and have the courage to engage in those difficult conversations to continue the legacy of Elizabeth Casson. Often, considering changes and taking on challenges can feel uncomfortable. After working through this Toolkit, you might want to reflect and review your thoughts with a critical friend or mentor, or to discuss your learning in your supervision sessions.

Dr Anita Atwal was nominated to give this year’s lecture by her colleagues for her significant contribution to the profession.

The Royal College of Occupational Therapists is grateful to Professor Atwal for input on this resource.

**VIEWING OF RCOT ELIZABETH CASSON MEMORIAL LECTURE 2021** (Takes about 1 hour 17 minutes. Lecture starts at 8:00)

[**No barriers to brilliance: Social and creative courage to innovate and disrupt occupational therapy practice**](https://www.youtube.com/watch?v=wYsZKeCSolw)

**NB** When the transcript becomes available the link will be provided here.

**INDIVIDUAL INITIAL REFLECTION**

(Suggested time: 20 minutes)

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| During or immediately after the lecture, jot down your initial thoughts in response to the following points. If you are writing on paper, add as many sheets as you require. |
| 1. What best evidence presented by Dr Atwal particularly inspired you? Why is that? |
|  |
| 1. Dr Atwal defines social courage as the ability to engage in meaningful relationships with others, risking oneself for the good of others, speaking out, challenging existing behaviours, structures or practice.   Are there situations when you had the opportunity to demonstrate social courage but did not? Without judging yourself, can you identify the internal and external barriers you encountered that prevented you from behaving with social courage? |
|  |
| 1. Dr Atwal defines creative courage as discovering new forms, symbols and patterns on which to build new society. In your practice, are there any examples that occur to you in which new forms, symbols and patterns can be applied?   You may not feel you are able to fully articulate these now, but jot down any initial ideas that you have relating to the question. |
|  |
| 5. When thinking about your practice, what are the first things that occur to you when you consider how you might take risks to innovate, disrupt and engage in difficult conversations? |
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**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.

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| 1. What actions can you take to promote social and creative courage? |
|  |
| 1. How can the occupational therapy profession move forward to serve all citizens equitably? |
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**GROUP DISCUSSION**

(Suggested time: 20 minutes depending on group size)

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

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| 1. How can we as occupational therapists keep fresh, relevant, fluid, innovative and creative to initiate and sustain difficult conversations? |
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| 1. In the future, what should occupational therapists look like, sound like and how should we behave? |
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| 1. Do you have any thoughts about how racist services should be managed? What type of courage is needed to implement a change and or does existing practice work, and why? |
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**FINAL INDIVIDUAL REFLECTION**

(Takes about 5 minutes)

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| 1. How will you ensure that your practice and/or service is relevant to all citizens?  Is there additional training/education that you may need? Do you have the social and creative courage to do this? |
|  |
| 1. In your practice, what changes will you make to ensure BME therapists belong? |
|  |
| 1. What key practice problems or learning gaps stand in the way? How might they be addressed? |
|  |

**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.

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| Reflect on and record your answers to the following topics. |
| 1. The impact of my learning from this lecture on my practice has included: |
|  |
| 2. I would now like to learn more about: |
|  |
| 3. The changes I will make to my practice to benefit my service users are: |
|  |

**Found broken links? Let us know and we’ll fix them: prof.dev@rcot.co.uk**

Feedback

Your views are important to us! Please send us your feedback about this resource so that we can make improvements for future participants. You can get in touch in any of the following ways -

* Click to fill out our [feedback form](https://forms.office.com/Pages/ResponsePage.aspx?id=7-ghQ1rN2Eadr3VQBbQNOWV-zdEtQytAgGHq4NY2vXhUMjZEVE9ERkQwOEQ1NlVEN0RLV0ZXS05KNi4u)

* Find the feedback form at <https://bit.ly/3kRLt6S>

* Get to the feedback form through the QR Code.

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* Email your suggestions to [Prof.Dev@rcot.co.uk](mailto:Prof.Dev@rcot.co.uk).

Previous RCOT Elizabeth Casson Memorial Lectures

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

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