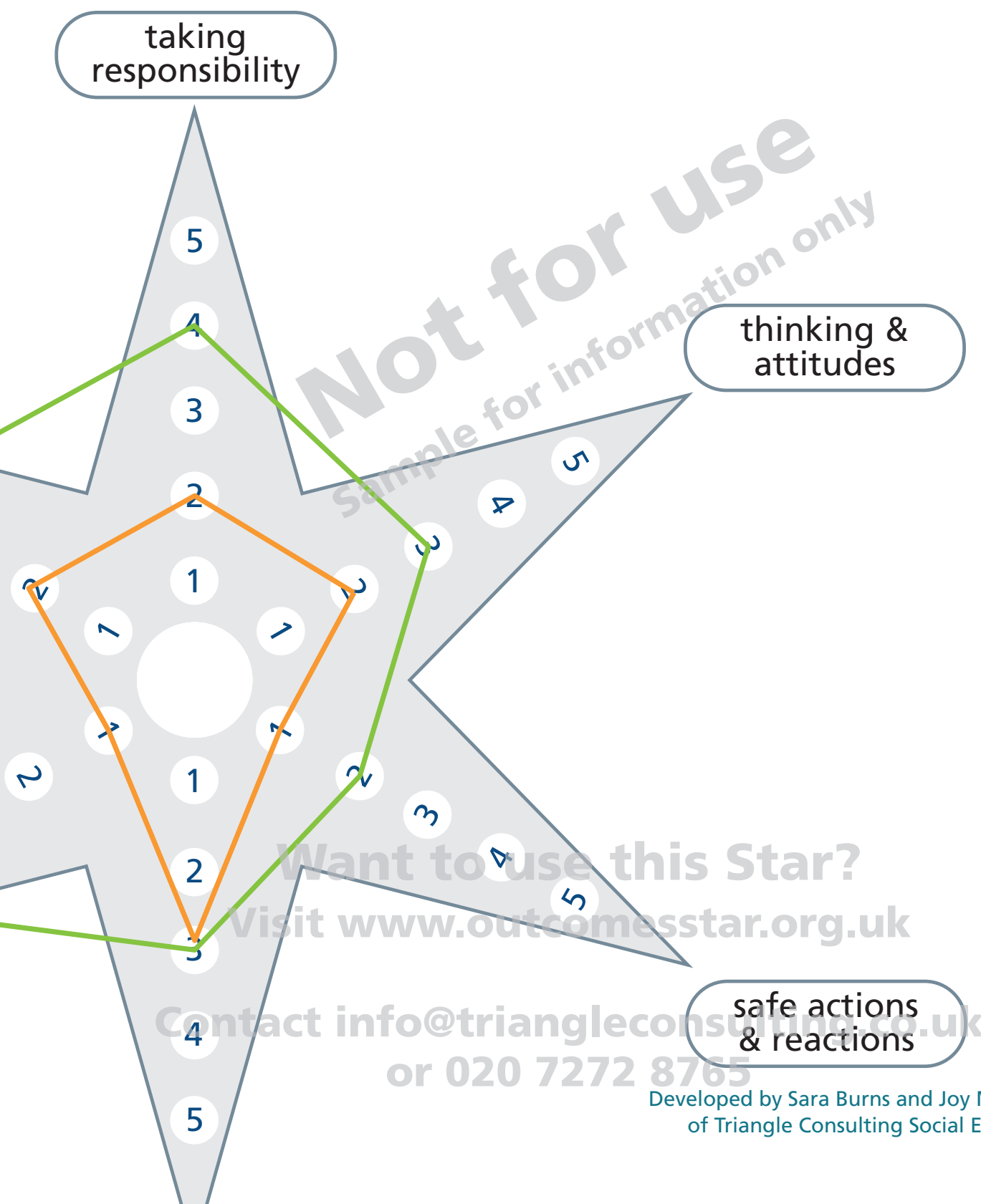




Change Star™

The Outcomes Star for behaviour change for men



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Please contact info@triangleconsulting.co.uk to enquire about buying a licence and training.

Licences are also available for those wishing to translate the document into other languages.

The Outcomes Star™

This Star is part of a family of Outcomes Star tools. Each tool includes a Star Chart, User Guide or Quiz and guidance on implementation and some have visual and other resources. For other versions of the Outcomes Star, good practice and further information see www.outcomesstar.org.uk.

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Introduction to the Change Star™

The Change Star is designed for men who use violent, controlling or other abusive behaviour with their partners and are taking part in programmes to change. The overall aim is to keep women and children safe, so the emphasis is on how men can become safer for women partners or ex-partners and their children. The Change Star focuses on attitudes, behaviour and accountability, and also on the well-being of men in the programmes. It is a version of the Outcomes Star, a suite of tools for supporting and measuring change when working with people.

The Change Star covers six areas and there is a scale for each:

1. Taking responsibility
2. Thinking and attitudes
3. Safe actions and reactions
4. Communication
5. Being a good father
6. Your well-being

The Journey of Change

Change doesn't happen in one go – it's a journey and it can help to understand the steps along the way. Everyone makes changes in their own way but the pattern is often similar. The Change Star is built on a five-stage Journey of Change:

1. **Stuck**
2. **Engaging**
3. **Acknowledging**
4. **Learning new ways**
5. **Being respectful**

How does it work?

For each of these six areas, there is a scale. Each follows this Journey of Change, with five stages.

To complete the Star, look at each of the six scales one by one and talk it over with a worker. Together you can agree where you are in each area. Then mark the number on the Star Chart and connect the points to create a snapshot of your life and of the areas that are working well and the ones that are more challenging.

This will help you and the worker to agree on what areas to work on together. From there you can start thinking about the actions you want to take and the support that would help you to carry them out.

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Revisiting the Star

You and the worker will come back to the Star at regular intervals. You can look at the scales again, agree where you are, and plot a new shape on the Star Chart. Over time, this will help you to see visually where you have come from and how you have changed. This can help you to put the ups and downs of a single week into a bigger picture.

It also helps us to get an idea of whether the service is giving the right support, where men make the most changes and where we may need to provide more help or do things differently.

Detailed Journey of Change

1. Stuck

At this stage a man does not recognise that there is anything wrong and is not open to engaging with other views, so things are **stuck**. He may not understand or may deny that violence has taken place, or he may blame his partner¹ or say that it was justifiable, necessary or too minor to matter. Perhaps he believes that there was no other choice open to him at the time. Sometimes a man at this stage may admit to what he has done, but in a way that is disconnected from the effect of his actions and without taking any responsibility. He may feel victimised by the police, courts or his partner.

2. Engaging

At this stage a man is open to listening to other views, talking about what has happened, and **engaging** with support. He may recognise that things are not working for him now, perhaps because he has lost his connection with family² or because of legal proceedings. He may question some of the assumptions and beliefs he has always had and start to wonder if or how things need to change. However, this questioning is not yet sufficient to change his view of things, or for him to acknowledge his behaviour as abusive. He may minimise the extent of his abusive actions and the effects of this behaviour on others.

3. Acknowledging

This stage is a turning point, when a man **acknowledges** that at least some of what he has done is violent or abusive. Perhaps he recognises himself in a description of family or domestic violence and can understand that he made choices and that his behaviour was not acceptable and needs to stop. This is positive because change is now possible, and he may feel motivated to make things better but doesn't know how, perhaps because he doesn't understand the triggers for his behaviour. He still doesn't recognise the link between his behaviour and the effect it has had on his partner – for example, he may not understand why she won't see him. This lack of understanding of his partner's feelings and experience means he is not yet taking full responsibility.

This stage is often a difficult place to be, since the man may be experiencing strong feelings of loss or shame, and the temptation may be to go back into minimising or denial.

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1 Partner refers to the current or former partner who is the reason for the man being in a service.

2 Family can include a former partner, particularly where there are children.

4. Learning new ways

At this stage a man is **learning new ways** of thinking and behaving, such as how to deal with difficulties without causing conflict, and trying to act on these. He is learning to recognise the connection between what he has done and the hurt caused, or to recognise other perspectives on the situation. He is also more active and self-motivated, and is trying to move towards the person he aspires to be. He may be starting to think about building his life and future, rather than being consumed by what he has lost. He may also be building new skills, such as recognising difficult feelings or triggers and finding safe ways to respond. Some things work well and some don't, but he is able to learn from these attempts and to stay on track.

5. Being respectful

At this stage the man takes responsibility for his harmful actions in the past and is not using violence, coercive control or other abuse with his partner or children. He is talking and acting in ways that are **respectful**, and using the new skills and understanding he has developed. He understands the consequences of his abusive behaviour for his partner, children and others, and can understand at least some of what their experience of him has been like. He may feel the impact of that emotionally, which is likely to be painful. He may occasionally start to slip into justification or try to shift the blame but quickly catches and corrects himself.

Although he is safe to be around for now, this will not necessarily be sustained, so the usual safety and risk planning for his partner and children is still needed. However, important attitudes and ways of thinking have shifted, and he has better ways of dealing with disagreements, stress and other strong feelings. This supports him in maintaining positive changes, and he has aspirations for the future. The task now is to keep putting that into practice and to sustain and develop the new way of being.

These stages are colour-coded as well as numbered.

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1 Taking responsibility

Taking responsibility for violence or abuse, understanding the impact and consequences

5 Being respectful

I am respectful towards my family and take responsibility for my actions

4 Learning new ways

I'm starting to understand how my behaviour affected my family and to take more responsibility

3 Acknowledging

I recognise that at least some of my behaviour is abusive

2 Engaging

I'm starting to listen and to talk about my behaviour but don't see it as abuse

1 Stuck

I have not done anything wrong or it's not my fault

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1 Taking responsibility (detail)

Recognising and taking responsibility for behaviour is fundamental to changing it. For some men this includes understanding why certain behaviours towards a partner are problematic, violent or abusive, such as emotional abuse, sex without consent or being financially or socially controlling. It's also about understanding the impact on a partner of any violent or other abusive behaviour.

5 Being respectful

I am respectful towards my family and take responsibility for my actions

- A man at this stage takes responsibility for his behaviour. He feels regret or shame and is able to use those feelings to stay respectful towards his partner and children. He may occasionally slip into justification but quickly catches and corrects himself
- He has made the connection between his behaviour and the consequences of it for his partner. He can understand at least some of what it was like from her perspective
- He sees her response as valid and understands the ongoing consequences of what he has done, even if these include not being in contact with his family
- He is motivated to maintain this and build on it now and in the future

4 Learning new ways

I'm starting to understand how my behaviour affected my family and to take more responsibility

- Here a man is learning to see how his partner and children have been affected, both physically and emotionally, and to understand different perspectives on what happened
- He is no longer blaming his partner for his behaviour and is starting to make the connection between what he has done and the hurt caused
- Some things work well and some don't, but he is able to reflect and learn from these attempts

3 Acknowledging

I recognise that at least some of my behaviour is abusive

- At this stage, a man recognises at least some of what he has done as violent or abusive and knows this is unacceptable and must not happen again
- He understands what counts as abuse
- He may feel guilt or shame or may worry about how he will behave in the future
- He is taking in what this means but doesn't yet understand the impact on his partner and may still try to justify or minimise his behaviour or shift the blame

2 Engaging

I'm starting to listen and to talk about my behaviour but don't see it as abuse

- Here a man is open to listening to other people's views about his behaviour, perhaps because he faces criminal proceedings or losing his family
- He is prepared to talk about his behaviour or about what counts as abuse, but justifies, minimises or denies what he has done
- He may have moments of questioning his beliefs about abuse but not enough to change them or to see that he has choices

1 Stuck

I have not done anything wrong or it's not my fault

- A man at this stage does not take any responsibility for violence or abuse within the family
- He may blame his partner or children for his actions or feel he had no choice
- Perhaps he does not understand or care about the impact of his behaviour on his partner. Perhaps he admits what he has done, but is disconnected from the impact or jokes about it
- He may not understand what counts as domestic or family abuse, or may not accept that some forms of emotional, sexual, violent or controlling behaviours are abuse
- He is not open to listening to other perspectives

2 Thinking and attitudes

Views on your partner or on women in general, social attitudes, past influences

5 Being respectful

My thinking and attitudes are mostly positive and respectful

4 Learning new ways

I'm learning to talk and act in new ways, based on respectful thinking and attitudes

3 Acknowledging

I recognise that some of my thinking and attitudes cause harm or are disrespectful

2 Engaging

I'm starting to listen and talk about my thinking and attitudes

1 Stuck

I don't see any problem with my thinking or my attitudes

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2 Thinking and attitudes (detail)

How we think and the attitudes we hold are a major influence on behaviour. These include expectations of a partner, views on men's and women's roles, and beliefs about trust, jealousy and what is acceptable. To change behaviour, it helps to recognise where our views come from, including attitudes in society and those from our parents and our childhood. This scale is about developing positive, respectful thinking and attitudes.

5 Being respectful

My thinking and attitudes are mostly positive and respectful

- The way that a man thinks about his partner and women in general is mostly positive. He demonstrates this in the way he talks and behaves. He may also have changed some of his views about how men should behave, for example, that it's OK for them to be vulnerable
- He recognises attitudes in society around him and aspects of his past that influenced unhelpful thinking and mostly avoids getting caught up in them
- He may challenge other men when they talk disrespectfully about women. He may be shifting his social group to minimise contact with these attitudes
- He is motivated to maintain this and build on it now and in the future

4 Learning new ways

I'm learning to talk and act in new ways, based on respectful thinking and attitudes

- Here a man is learning new ways of thinking about his partner or about men and women in general and trying to act on these. He may see the benefit of this in different aspects of life
- He sometimes notices disrespectful attitudes towards women and tries to use more respectful language
- He is learning how his childhood or his social circle have shaped his attitudes
- Some things work well and some don't, but he is able to reflect and learn from these attempts

3 Acknowledging

I recognise that some of my thinking and attitudes cause harm or are disrespectful

- At this stage a man acknowledges that his thinking, attitudes and expectations about his partner, or his views about women in general, have caused problems in his life, even if they are commonly held views among those around him
- He accepts that both he and people around him hold disrespectful attitudes
- He is taking in what this means but is not yet learning new ways of thinking, talking or behaving

2 Engaging

I'm starting to listen and talk about my thinking and attitudes

- Here a man is open to discussing his attitudes to his partner or views about women and considering the effect they have
- He may be open to discussing social attitudes around him or how his childhood influences might have shaped his thinking and attitudes
- He may have moments of questioning his thinking and attitudes, but not enough to change them or to see that he has choices

1 Stuck

I don't see any problem with my thinking or my attitudes

- A man at this stage does not recognise that he has disrespectful attitudes towards his partner or women in general, and that those attitudes may have contributed to abusive behaviour
- He may not recognise disrespectful attitudes about women in society or among people he spends time with
- He may not be aware of how the attitudes and influences he was brought up with affect his ideas and behaviour
- He is not open to listening to other perspectives

3 Safe actions and reactions

Recognising strong feelings, the impact of alcohol or drugs, strategies and safe choices

5 Being respectful

I'm managing to make safe choices even when I have strong feelings

4 Learning new ways

I'm learning new, safe ways to respond to strong feelings and trying to put them into practice

3 Acknowledging

I recognise that the way I react when angry, frustrated, afraid or upset needs to change

2 Engaging

I'm starting to listen and talk about how I react when I'm angry, frustrated, afraid or upset

1 Stuck

I can't help reacting in violent ways when I'm angry, frustrated, afraid or upset

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