



**BEING HUMAN....
A JOURNEY TO
FLIPTHENARRATIVE**

THAT MOMENT, WHEN THE HUMAN
CONSIDERED SO 'DIFFERENT'
SHOWED YOU,
HOW TO BE HUMAN.
#FLIPTHENARRATIVE



Tom Rees

@TomRees_77

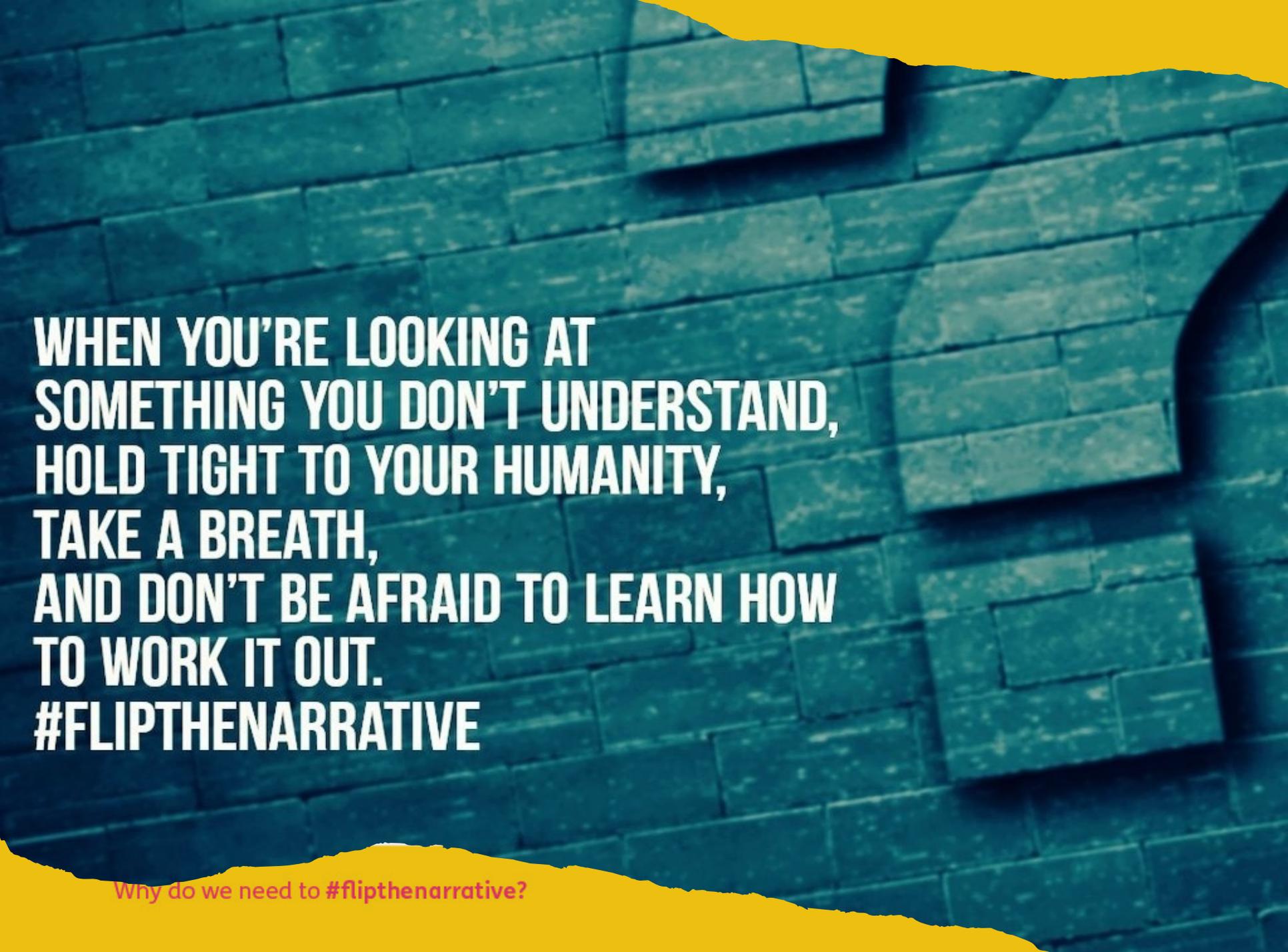
There aren't two types of children, those with SEND and those without.

Just children, all humans.

*"All children have agency and curiosity to learn and will interact with other people and the world around them in different ways."**

*Principles of the EYFS





**WHEN YOU'RE LOOKING AT
SOMETHING YOU DON'T UNDERSTAND,
HOLD TIGHT TO YOUR HUMANITY,
TAKE A BREATH,
AND DON'T BE AFRAID TO LEARN HOW
TO WORK IT OUT.
#FLIPTHENARRATIVE**

Why do we need to #flipthenarrative?

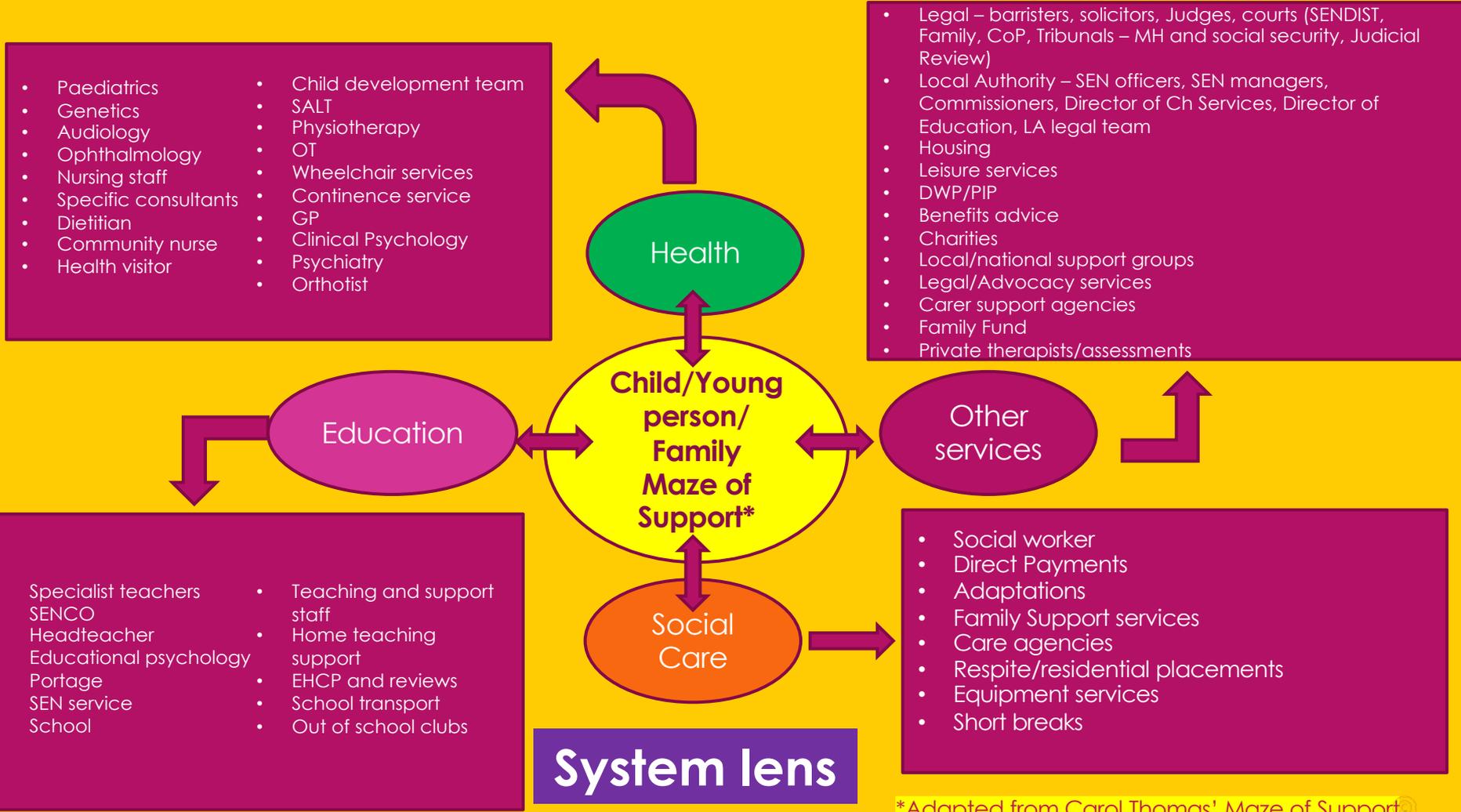


Our lens



Why do we need to #flipthenarrative?

Elly Chapple | www.candoella.com



*Adapted from Carol Thomas' Maze of Support®



WE CAN TALK ABOUT
INCLUSION.
WE CAN TALK ABOUT
DIVERSITY.
BUT WHAT WE REALLY NEED
TO TALK ABOUT
IS HOW TO BE HUMAN.
#FLIPTHENARRATIVE

'Difficult' people
are more often than
not having a
difficult time.
#FlipTheNarrative



Hold the space for one
another right now.
Be human kind
[#FlipTheNarrative](#)

Why do we need to [#flipthenarrative?](#)

Why is psychological safety so important, for every human?



Brigid Russell

@brigidrussell51

What on earth happens when we step into a formal meeting, and seem only to see the professional roles, hierarchical titles, & siloed labels? Why do we all let that happen? We're all people with fears, doubts, ideas, & hopes. People who care. What stops us just meeting as people?

Feeling:

- Included
- Safe to learn
- Safe to contribute
- Safe to challenge the status quo



All without fear of being embarrassed, marginalized, or punished in some way.

COURAGEOUS HUMAN CONVERSATIONS



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**'Courage is a
value.**

**We should all
adopt it.**

Why?

**Because being
brave gets stuff
done**

**Being brave
inspires others to
get stuff done'***

***Victoria Brownworth**



What are the benefits of courageous conversations?

(it's not personal)

- Encourages what needs to be said (the elephant in the room) in a psychologically safe context – how do we talk about the stuff we fear?
- Enables less jargon, clarity of the joint why and what stands between achieving that and great communication
- Demonstrates discipline of your how, to deliver your why – holding people and yourself accountable to guiding human principles and values
- Develops your human skills to interact in an authentic and consistent way, enhancing confidence to work through difficult issues, with respect and value for one another

HUMAN.

A LABEL WE ALL SHARE.

#FLIPTHENARRATIVE

UNDERESTIMATING THE POWER OF
A POSITIVE HUMAN RELATIONSHIP
IS LIKE UNDERESTIMATING OUR
NEED FOR OXYGEN.
#FLIPTHENARRATIVE

The Power of Human Reflection and Relationships

**What do we know?
How do we know?
Why do we know?**

**Are you perceiving and assuming
or connecting?**

What did Ella teach us?

**Find the key to
'unlock the potential'**

Authentic and trusted human relationships
'doing with' and not 'to or for' are the foundations
for success. Instead of acting at the 'point of crisis',
start from the perspective of connection
and understanding

What did Ella teach us?

Have high expectations, respect
always and 'assume nothing'



What did Ella teach us?

**We need to learn to LISTEN
and always ‘include the person in
the conversation’**

Whether someone is verbal or not. Knowing you are heard is critical to the motivation to communicate and be involved in this world. It's founded in real relationships and builds trust.

What did Ella teach us?

Understand the power of our own 'pulse of intention'

Are you seeking to control? Or seeking to understand?

Your emotional regulation state transfers to others.

Shared empathy reduces stress, increases understanding and stops 'flipping the lid' or supports someone out of 'fight, flight or freeze'.

What did Ella teach us?

Be committed,
‘time and consistency are key’

Life is too fast and pressured for everyone. But these children need you to consider your pace and commitment.

Change doesn't happen overnight, you need to dig deep and commit to the long goals.

What's Your Why?

**Extend your own 'relationships
and world view'...**

View it through their eyes. Put
yourself in their shoes. Reflect always.
Think and question. Be kind and
compassionate – we are all human.

Are you a Laura?



What do Lauras do?





WHAT'S
REALLY
GOING
ON?
#FLIPTHENARRATIVE

Why is
reflective
practice so
important?

A Triangle of Trust



**What
do you
see?**



**IT TAKES JUST SEVEN SECONDS TO BUILD
PREJUDICES BASED ON SOMEONE'S APPEARANCE,
NATIONALITY OR CULTURE, IT TAKES JUST
ONE EXTRA SECOND TO OVERCOME THEM.
#FLIPTHENARRATIVE**

'You can't change the fact that we've all grown up in different worlds, but you can encourage people to listen to other perspectives and be curious about the veracity of their own'

Emily Balcetis, Associate Professor of Psychology New York University, 2006

THE POWER OF A PAUSE #FLIPTHENARRATIVE

Why do we need to #flipthenarrative?





**EVERYONE HAS A BACKSTORY
THAT YOU KNOW NOTHING
ABOUT.
PAUSE.
BE HUMAN KIND.
#FLIPTHENARRATIVE**

CONTRAST DRIVES OUR GREATEST ACTIONS

- Every human has a different mind to the next – different is not something to fear
- Whatever makes you uncomfortable will drive you to learn in one way or another
- Sit with the contrast, dig into it, learn more about it - remember what you see isn't always the full picture
- Be in the ring, don't coach from the sidelines
- Be the person who can model 'micro shifts' that make powerful change possible
- Your integrity and values are everything to keep respect and ensure change

Be Human Kind



Elly Chappie Founder #Fl... · 2d ·
I know there are other things going on today, but I had to share (because I'm going to explode with pride) - my daughter just **NAILED** threading a trainer lace (blind) after practicing with her Dad for over a year. So. Damned. Proud. [#FlipTheNarrative](#) ❤️



- **VALUE** the process as much as you do the outcomes
- **BE BRAVE** in leadership and everyday actions
- **RETAIN** perspective and use language that you mean

“Children are not the people of tomorrow, but the people today. They are entitled to be taken seriously. They have a right to be treated by adults with tenderness and respect, as equals. They should be allowed to grow into whoever they were meant to be - the unknown person inside each of them is the hope for the future.”

Janusz Korczak

Hivemind – team is a priority. We can do things well on our own and even better together

Rather than saying you 'can't' – find what you 'can do' in each day

You have permission to not get it right all the time - you're human. Be honest and authentic about not knowing

Can Dos

Asking for help is a strength not a weakness – a problem shared is a problem halved



Practicing everyday – repetition is a key part of everyone's ability to master anything

A close-up photograph of a person's foot stepping onto a wooden plank. The foot is wearing a black and white athletic shoe. The background is a warm, yellowish-brown color.

**CHANGE HAPPENS WHEN
ORDINARY PEOPLE STEP A
FOOT AT A TIME, A DAY
AT A TIME, IN THE RIGHT DIRECTION...AND
EVENTUALLY FIND THEY ARE
PART OF A WAVE
#FLIPTHENARRATIVE**

Kathy Evans, CEO, Children England

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HOW DO WE ACHIEVE REAL
INCLUSION?

IT BEGINS WITH BEING HUMAN.

#FLIPTHENARRATIVE