

Let's get real

***Real Skills for working with people and whānau
with mental health and addiction needs***

A refreshed *Let's get real* – what's new?

Let's get real now has a broader scope for everyone in health working with people and whānau with mental health and addiction needs. This places a stronger emphasis on people and their wellbeing regardless of where in health they are accessing support.

Let's get real has maintained the structure of values, attitudes and the seven Real Skills.

- The values have been updated to reflect respect, manaaki, hope, partnership, wellbeing and whanaungatanga
- The attitudes remain largely unchanged and are clustered into five themes of compassionate, genuine, honest, open-minded and optimistic
- In line with a broader scope for everyone working in health, the levels have changed to:
 - Essential – for everyone working in health regardless of context, organisation, role or profession
 - Enhanced – build on the essential indicators and apply to everyone working in mental health and addiction roles as well as those who want to further advance their skills
 - Leadership – for everyone who is leading, guiding, supporting, educating and resourcing the work of others in health

The Real Skills have been enhanced by:

- A stronger emphasis on wellbeing and recovery and working in partnership with people
- The increased use of te reo Māori across the Real Skills
- Increased focus on relationships with whānau, parents and children
- An emphasis on partnerships and collaborating with other services and sectors
- A greater recognition of trauma-informed care
- More cues on working effectively with diverse groups of people, reconciling human rights and compulsory treatment
- Recognising the role of worker wellbeing
- A description as well as an outcome for each of the seven Real Skills
- Some slight changes to the names of some of the Real Skills
- Using sub headings for the performance indicators in each of the Real Skills
- Updating some of the language used in the performance indicators.

