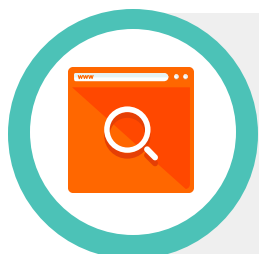


Suggesting an idea in the workplace

Sometimes we can come up with a good idea that could improve the service, or streamline practices, however sharing this idea to those in leadership or management positions may be challenging. The following steps will help you ensure that your idea is heard and more likely to be implemented.



1. Do your research

Make sure that your idea aligns with the compliance requirements, is backed by evidence and theory, and will work within the context of your service. Doing this research yourself means that your supervisor does not have to, and it shows you are committed to the idea.



2. Identify the benefits

Being able to show how your idea will benefit the service is a great way to make sure you are listened to. Finding ways to identify the benefits and how they will support a positive outcome for the service and stakeholders will likely get your idea explored.



3. Volunteer your time and energy

Everyone has their own roles and responsibilities within the service so if you are going to suggest a change to service practice then you should be willing to work on the implementation of the change. You cannot expect just to hand it to someone else and have them complete the task.



4. Be willing to support others

As you were the one with the idea, and the research supporting the idea, it stands to reason that you should be helping implement the idea. This could be through role modelling the benefits of the change, assisting with questions and helping to find ways to train and develop staff.



5. Find ways to demonstrate the improvements

Sometimes ideas are not implemented across the whole service and instead they start in a room or a smaller scenario. Gathering data such as changes to documentation, less incidents, increased outcomes for children, is a great way to show the idea works and get it more support.