We think the best way to sum up what it's like being a Switchback Mentor is:

"Helping trainees to make choices that reinforce their initial commitment to change"

Here are some more things we came up with...

Always focussing on the long-term and promoting the slow way round.

Having high expectations. Working on the assumption that trainees will join mainstream society whilst breaking down the basic elements of what that means.

Helping trainees to try out being a new person in different ways.

SIDE BY SIDE ON THE JOURNEY

Being prepared to be the most important person in a trainee's life. And working towards that not being the case.

Framing everything around a trainee's strengths.

Not wanting trainee's change more than they do.

Working to discover the issues behind the behaviour, talking about them and figuring out together how to manage them so behaviour can change.

Holding trainees in unconditional positive regard and respecting the courage of their endeavour to change.

Providing a place where trainees can be honest about weaknesses, fears, faults and secret ambitions.

TOUGH LOVE

Building an honest and frank relationship between two adults.

Knowing that we often resist what's good for us. Pushing trainees into their stretch zone.

Making sure trainees feel loved and know that you care, whilst knowing it's not personal and that it's your job. Not talking about yourself.

Remembering what trainees have to gain. Not "selling" Switchback to trainees.

Acknowledging the positives of previous lifestyles and talking about that openly.

Pulling trainees up on any bullshit.

DIFFERENT FROM THE OTHERS

Not giving trainees anything that might build a sense of debt like gifts, quick-fix solutions, favours or guilt trips.

Offering your commitment to trainees in return for their commitment to their own change.

Not letting trainees work the system. Judging trainees' commitment to change and talking openly about how you perceive them.