

Key attributes for effectively working with men

(Ross Fletcher and Andrew King, 2010)

Staff work best with most men when they have the following characteristics:

1. An understanding of the way many men think (rational)
2. Like something about maleness (positive regard, faith building)
3. Is not scared of men (confident)
4. Prepared to invite challenge, not avoid it (risk taking, honest and direct)
5. Passionate in working with men (real purpose, faith building)
6. Is able to work with men without the need to be liked (professional connectivity)

Attributes	
Positive regard	Can demonstrate acceptance and support towards a person regardless of what they say or do as long as their actions do not harm or exploit others.
Relevance	In discussions, easily creates a useful purpose that is relevant to the service user's immediate needs.
Rational	Understands the importance of and can use logical and conceptual communication skills – i.e. ideas, visual diagrams, specific examples, concreteness, metaphor and story.
Faith building	Can use strengths based practice and convey the belief that the male service users have the ability to commit, choose, care, change, create, connect and communicate about important life issues.
Honest/direct/risk taking	Can use honest and direct communication with male service users as it can build greater respect. This skill has to be used along with the creation of relevance and faith building. Taking the risk and being upfront and transparent about our core values on issues demonstrates honesty and respect for a person.
Confident	An inner strength and trust that your opinion and experiences are valuable.
Real purpose	Can easily use ACT, A ccept what they are feeling, develop an idea about what is important, C onnect to an important set of professional or personal values and T ake action.
Professional connectivity	Can use the above skills and attributes without the need to be liked or to seek approval from clients.

Key attributes scale for working with men

Without thinking too much about each question, please rate yourself regarding the extent each response is your strength.

1. I understand the rational way that many men think about most issues.

1. Minimal strength	2.	3. Limited strength	4. Some strength	5.	6. Significant strength
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2. When I think about the men I work with as clients, I easily identify characteristics or qualities I like in them.

1. Minimal strength	2.	3. Limited strength	4. Some strength	5.	6. Significant strength
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3. When I think about the men I work with as clients, I do not feel cautious around them.

1. Minimal strength	2.	3. Limited strength	4. Some strength	5.	6. Significant strength
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4. I like to work with challenging clients who talk honestly about their life experiences.

1. Minimal strength	2.	3. Limited strength	4. Some strength	5.	6. Significant strength
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5. I am passionate about working with men and really enjoy these opportunities.

1. Minimal strength	2.	3. Limited strength	4. Some strength	5.	6. Significant strength
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6. I am able to work with men without the need to be liked.

1. Minimal strength	2.	3. Limited strength	4. Some strength	5.	6. Significant strength
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