



Australian Government

Department of Agriculture, Fisheries and Forestry

# Encouraging Change and Adjustment

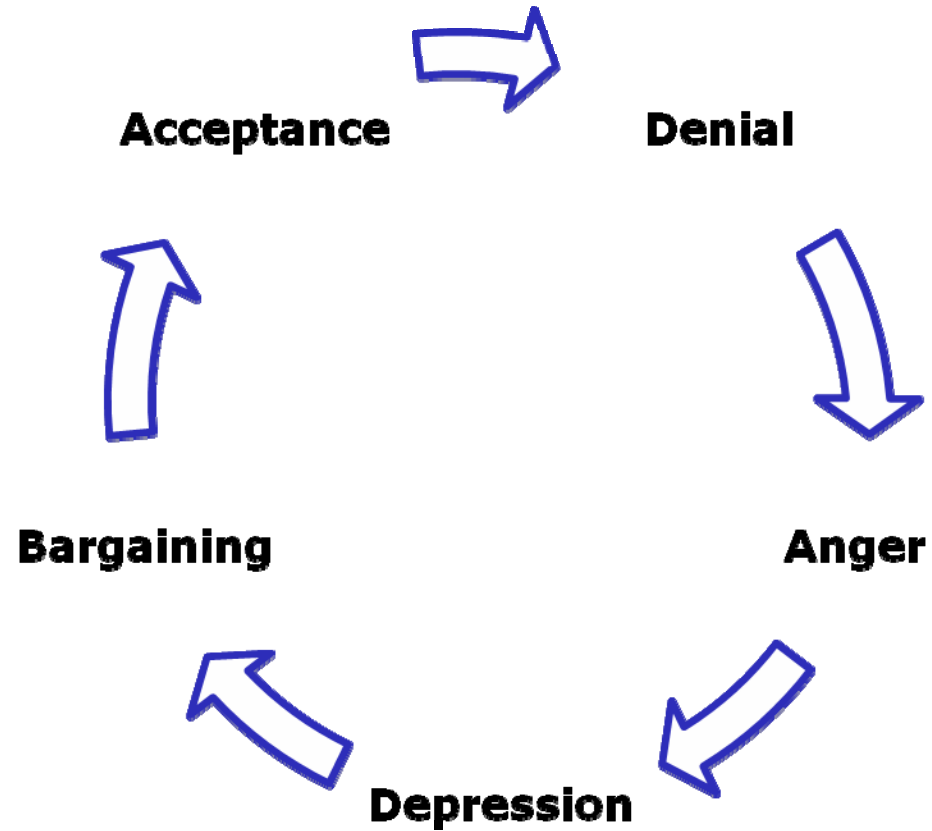


Tips and Techniques

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# Process of Grieving



# Stepping Stones to Adjustment

<p><b>Listening</b></p>	<p><b>Defining the problem</b>          Ensure all members are involved and “heard”          Unwillingness/ inability to communicate          Heritage issues/self/ community perceptions of failure          Formally document – feedback to farmers</p>
<p><b>Collecting-collating and analysing information in an easily understood format</b></p>	<p><b>Potential causes of the problem</b>          Collection and analysis of objective data          Where did you come from?          Where are you now?          Where are you heading?          Where do you want to be?          What needs to change to get where you want to be?          Formally document – feedback to farmers</p>
<p><b>Generation of Options</b></p>	<p><b>Identification of Alternatives for resolution</b>          Control versus Victim          What do we like/ dislike about farming?          What type of future do we want?          What options are available?          The “hard” option – selling the farm          Formally document – feedback to farmers</p>



## Stepping Stones to Adjustment (cont)

<b>Exploration of Options</b>	<b>Selection of Preferred Option and Action Plan</b> Referrals – Resources Exploration including inflated expectations/ delusions of unrealistic enterprises Referrals/ mediation/ Centrelink/ professional advisers Fear of the unknown/ housing/ training/ employment Formally document – feedback to farmers
<b>Implementation and Monitoring</b>	<b>Monitoring implementation of the plan</b> Timeframe Responsibilities Resources Formally document indicators of success

