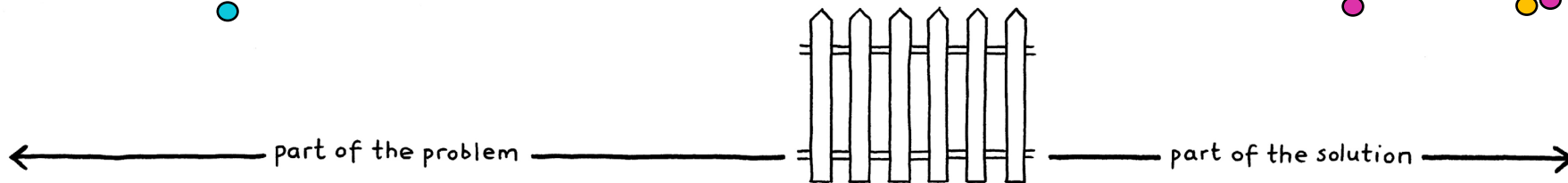


QUALITY RESPONSE CONTINUUM

EXAMPLE 2.04

Situation
Succession/promotion
 (Applied for manager role)



complicit	harmful	unhelpful/unsupportive		helpful/supportive	transformative
Enabling, extending and excusing the perpetration of violence.	Causing further risk, harm, violation or loss to the victim of violence.	Being an unreliable, uncertain or hard to reach, hard to access 'support'.		Upholding dignity, building on safety, enabling support, increasing or restoring resource and connection.	Involving people with lived experience in regular review, design and leadership.
<p>"I told my manager I wanted to apply for the promotion, and they said that I should just be happy with the role I was in now, it wasn't really a woman's type of role"</p> <p>(victim-survivor)</p>	<p>"I needed this promotion & pay rise so that I could afford to leave the person abusing me and start renting my own place – I was the most skilled of all applicants"</p> <p>(victim-survivor)</p>	<p>"I had confided to my manager about the abuse and when I applied for the role, that manager said my lifestyle was 'too unstable' and the role needed someone with more stability."</p> <p>(victim-survivor)</p>		<p>"They knew he was abusing me but they saw my potential and gave me the job saying they would help me in any way they could at my pace."</p> <p>(victim-survivor)</p>	<p>"I became a champion DV officer within the club, I helped the HR team rebuild the DV policy to be more informed by evidence and lived-expertise"</p> <p>(victim-survivor)</p>

About the Tool
 The [quality response continuum](#) is an Insight Exchange tool designed to support critical reflection about the quality of our responses. The example is not conclusive, exhaustive or advisory and does not provide a full context. The example is illustrative for supporting self-reflection.

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