WEBVTT

1 "Kathleen Deppeler" (1701697280)
00:00:00.000 --> 00:00:14.759
Tools for everyone, my name is Kathleen and I am the director of positive supports for the division of developmental disabilities and I'm going to be your facilitator today. I am excited to share this information with you.

2 "Kathleen Deppeler" (1701697280)
00:00:14.784 --> 00:00:27.954
I've been teaching tools of choice, which is what this is based on for almost 10 years now. And I tell people often that it is the best thing that ever happened to me. And, I mean, that I use tools every day.

3 "Kathleen Deppeler" (1701697280)
00:00:27.954 --> 00:00:38.514
I tried to use it in all of my interactions. So thank you for being here today. And I hope that you find tools as impactful as I have.

4 "Kathleen Deppeler" (1701697280)
00:00:39.210 --> 00:00:45.450
Um, before I get too much into this, I want to preface this.

5 "Kathleen Deppeler" (1701697280)
00:00:45.450 --> 00:00:59.220
With, um, this is an overview of tools of Joyce and so it is not intended to take the place of the positive behavior support requirement for, um.

6 "Kathleen Deppeler" (1701697280)
00:00:59.220 --> 00:01:11.730
For division for staff who work for our providers, the full tools of choice class does count for a positive behavior supports, but not this overview session. Um.

7 "Kathleen Deppeler" (1701697280)
00:01:11.730 --> 00:01:15.930
So, what we're really going to do here today is, um.

8 "Kathleen Deppeler" (1701697280)
00:01:15.930 --> 00:01:25.050
Share a little bit of background and provide an overview, give a little bit of practice, but not the full tools of choice class. So.

9 "Kathleen Deppeler" (1701697280)
00:01:25.050 --> 00:01:33.600
This is not count for positive behavior supports and it is definitely a great introduction to the content and components and tools of choice.

10 "Kathleen Deppeler" (1701697280)
00:01:36.295 --> 00:01:47.155
For the best experience today stay muted that's going to be really easy for you to do because, um, cat are wonderful moderators in charge of unmuting. People you are, you are able to unmute.

11 "Kathleen Deppeler" (1701697280)
00:01:47.155 --> 00:01:55.075
She's just going to have to do it for you and if you want to, uh, you
would just use the hand raise option in order to do that.

12 "Kathleen Deppeler" (1701697280)
00:01:57.270 --> 00:02:11.520
You're also welcome to participate by using the chat box. That's really
the primary form that we've used in this in the past, but it's a nice
small group today. So we could definitely use either the chat box, or
help you. Unmute. Um.

13 "Kathleen Deppeler" (1701697280)
00:02:11.520 --> 00:02:21.715
The other thing that I think's going to help, you have the best
experience today would be something to write on. Um, we're gonna do a
couple of activities, which I think will be helpful if you have something
to ride on.

14 "Kathleen Deppeler" (1701697280)
00:02:21.925 --> 00:02:33.355
And also just some notes in general Kat is going to attach this
PowerPoint to the webpage. So, folks could use that, but still might want
some other notes.

15 "Kathleen Deppeler" (1701697280)
00:02:36.270 --> 00:02:49.350
So, what what you're going to learn today are what is positive behavior
support and really what are the universal strategies as part of that
we're going to share some fundamental facts of behavior.

16 "Kathleen Deppeler" (1701697280)
00:02:50.665 --> 00:03:04.735
We're going to talk about how we talk about behavior so really just
trying to make sure we all get on the same page about the language that
we use. We can talk about how we categorize behavior and how that helps
us to determine our response.

17 "Kathleen Deppeler" (1701697280)
00:03:04.735 --> 00:03:09.955
And we'll also share some examples of potential responses based on the
category of behavior.

18 "Kathleen Deppeler" (1701697280)
00:03:12.055 --> 00:03:25.945
We're going to talk about conversion, we're going to give some examples
of conversion and we're going to talk about what happens to people who
are experiencing conversion. And when we talk about those effects, I
think that's going to feed into why we suggest you avoid those.

19 "Kathleen Deppeler" (1701697280)
00:03:27.415 --> 00:03:40.195

And we're going to share 10 specific examples of things that we, that are the most common types of coercion and then we're going to end with proactive strategies that you can use to improve.

20 "Kathleen Deppeler" (1701697280)
00:03:40.290 --> 00:03:42.600
Your relationships and interactions.

21 "Kathleen Deppeler" (1701697280)
00:03:47.160 --> 00:03:55.140
So, what is positive behavior support? There is a lot that goes into this short definition or to the short.

22 "Kathleen Deppeler" (1701697280)
00:03:55.140 --> 00:04:03.925
Term here, so, the science of behavior or behavior analysis has been formally investigated,

23 "Kathleen Deppeler" (1701697280)
00:04:04.465 --> 00:04:18.265
demonstrating the science of behavior since the 940 s there have been hundreds of thousands of studies and demonstrations of the principals and techniques and many programs and treatment projects, schools, training curriculums, uh,

24 "Kathleen Deppeler" (1701697280)
00:04:18.265 --> 00:04:24.535
use the principles and techniques. principles and techniques

25 "Kathleen Deppeler" (1701697280)
00:04:24.630 --> 00:04:30.989
Developed by the science of behavior, so for positive behavior support.

26 "Kathleen Deppeler" (1701697280)
00:04:30.989 --> 00:04:42.479
It takes the public health model to structure the interventions and if you see this triangle here on the screen, that's a good visual for this.

27 "Kathleen Deppeler" (1701697280)
00:04:42.479 --> 00:04:50.064
For the model, so the green base represents the universal strategies that support a quality of life for the entire population.

28 "Kathleen Deppeler" (1701697280)
00:04:50.424 --> 00:05:00.084
And in the healthy population, 80 to 90% of people will only need that universal level of support for a high quality of life. life

29 "Kathleen Deppeler" (1701697280)
00:05:00.419 --> 00:05:05.459
And then you see the yellow section there in the middle and that center represents.

30 "Kathleen Deppeler" (1701697280)

00:05:05.459 --> 00:05:08.639
The population at risk for poor outcomes.

31 "Kathleen Deppeler" (1701697280)
00:05:08.639 --> 00:05:16.889
So, interventions for this at risk population often, look like an extra
scoop of that universal strategy.

32 "Kathleen Deppeler" (1701697280)
00:05:16.889 --> 00:05:30.779
But are intended to be short term that extra scoop part is intended to be
short term and faded as risk decreases. And in a healthy population, 10
to 15% of people might need that level.

33 "Kathleen Deppeler" (1701697280)
00:05:30.779 --> 00:05:32.544
Of of intervention,

34 "Kathleen Deppeler" (1701697280)
00:05:33.594 --> 00:05:47.754
and then the small red triangle at the top that is that represents the
folks in crisis and in need of short term intensive supports and in a
healthy population 5 or fewer people might need that that level of
support.

35 "Kathleen Deppeler" (1701697280)
00:05:48.059 --> 00:05:53.069
So, it's important to consider these levels as we.

36 "Kathleen Deppeler" (1701697280)
00:05:53.069 --> 00:06:01.319
As we go on, because the content we're going to talk about today is
really that green area area down at the bottom. It's the.

37 "Kathleen Deppeler" (1701697280)
00:06:01.614 --> 00:06:10.254
Universal strategies that everybody needs for a high quality of life and
really are the basis for all other interventions that we might provide.

38 "Kathleen Deppeler" (1701697280)
00:06:10.374 --> 00:06:19.194
So, these universal relationship building strategies are really vital for
any other intervention that we might.

39 "Kathleen Deppeler" (1701697280)
00:06:19.499 --> 00:06:23.249
Provide so.

40 "Kathleen Deppeler" (1701697280)
00:06:25.109 --> 00:06:39.504
The idea behind tools is in philosophy and its philosophy are that we
focus on being kind and carrying all the time. And that could be
difficult for us to accept and sometimes leads people to think something
along the lines of that.

41 "Kathleen Deppeler" (1701697280)
00:06:39.504 --> 00:06:41.634
We're just letting people get away with.

42 "Kathleen Deppeler" (1701697280)
00:06:43.439 --> 00:06:51.449
Their, you know, undesirable behavior or their poor behavior. Um, and in
reality, it's really a, uh, a.

43 "Kathleen Deppeler" (1701697280)
00:06:51.449 --> 00:06:55.769
A shifted our perspective and, um.

44 "Kathleen Deppeler" (1701697280)
00:06:55.769 --> 00:06:59.099
And the ideas that we don't have to be.

45 "Kathleen Deppeler" (1701697280)
00:06:59.099 --> 00:07:03.299
Mean or cold or angry or upset when.

46 "Kathleen Deppeler" (1701697280)
00:07:03.299 --> 00:07:13.379
When we're seeing undesirable behavior, and, in fact, being kind and non
emotional can be more effective in calming down a situation.

47 "Kathleen Deppeler" (1701697280)
00:07:14.489 --> 00:07:27.479
So really, it's the idea that we don't want to make things worse we want
to avoid creating or being coercive. We want to avoid responding with
coercion and creating a worst thing for the, for the person and.

48 "Kathleen Deppeler" (1701697280)
00:07:27.479 --> 00:07:39.749
So being kind and caring means that we keep our goal, and we don't take
things personally, even when they definitely can feel very personal. We
avoid reacting emotionally. Um.

49 "Kathleen Deppeler" (1701697280)
00:07:39.774 --> 00:07:51.684
And we really try not to do things that would get back at the person, or
make make them hurt as a way to get back to them. And this is really
hard. Um, it takes life on practice.

50 "Kathleen Deppeler" (1701697280)
00:07:51.684 --> 00:07:56.874
I tell people, it's my goal in life to avoid coercion coercion for a
whole day. Um.

51 "Kathleen Deppeler" (1701697280)
00:07:57.419 --> 00:08:06.054
And it's really hard because our society is coercive, you know, we were
raised with coercion.

52 "Kathleen Deppeler" (1701697280)
00:08:06.324 --> 00:08:14.244
Our systems in our communities are coercive really just common in our culture. If you went to watch.

53 "Kathleen Deppeler" (1701697280)
00:08:14.489 --> 00:08:28.769
After we go over these examples of coercion next time you watch a sitcom, you're going to see how even these great families that are on TV are using coercion and their interactions with each other. So it's really just meshed in our culture. Um.

54 "Kathleen Deppeler" (1701697280)
00:08:29.124 --> 00:08:42.594
And so it can be hard to make this shift. Um, and so I encourage you as we go through this content today to think about the relationships that are really important to you and think about the impact that the strategies and skills that we're talking about today.

55 "Kathleen Deppeler" (1701697280)
00:08:42.594 --> 00:08:54.924
Might have on those really important relationships to you because again, this is a universal strategy. So it's not these aren't the skills that I used when I work with a person with a disability or a child, or.

56 "Kathleen Deppeler" (1701697280)
00:08:56.219 --> 00:09:02.759
You know, some specific population of people, this blue, the skills that I use when I talk to people.

57 "Kathleen Deppeler" (1701697280)
00:09:02.759 --> 00:09:07.199
Everyone so.

58 "Kathleen Deppeler" (1701697280)
00:09:07.314 --> 00:09:20.784
Let's get into this, I'm about to give you your 1st opportunity to use the chat box so go ahead and orient yourself to that chat box there in the bottom right? Corner. You'll see your chat option and you should be able to chat everyone.

59 "Kathleen Deppeler" (1701697280)
00:09:20.784 --> 00:09:24.174
And I recommend that you do that, so everybody can see each other's.

60 "Kathleen Deppeler" (1701697280)
00:09:25.379 --> 00:09:30.359
Post otherwise if you happen to to, um.

61 "Kathleen Deppeler" (1701697280)
00:09:30.359 --> 00:09:39.899

Just send it to the presenter or something. I'll do my best to read what you what you say. So thank you, Molly. You're so quick. So, what is behavior.

62 "Kathleen Deppeler" (1701697280)
00:09:39.899 --> 00:09:48.119
Find your chat box and give me your definition of behavior. Molly says it's anything that can be observed and measured.

63 "Kathleen Deppeler" (1701697280)
00:09:57.869 --> 00:10:05.729
Anything you do, Angie says actions that can be observed and measured Leandra.

64 "Kathleen Deppeler" (1701697280)
00:10:10.259 --> 00:10:13.679
Positive or negative interactions when she says yes.

65 "Kathleen Deppeler" (1701697280)
00:10:13.679 --> 00:10:19.469
Okay, so we have some themes here action, uh, observed and measured.

66 "Kathleen Deppeler" (1701697280)
00:10:19.469 --> 00:10:25.829
Any Janet says any in behaviors that are seen and count or counted seen encountered. Okay.

67 "Kathleen Deppeler" (1701697280)
00:10:26.849 --> 00:10:39.354
So Here's my, Here's my definition, definitely along the lines of many things that you guys are all saying here, anything a person does that can be seen and counted. So that's really broad.

68 "Kathleen Deppeler" (1701697280)
00:10:39.354 --> 00:10:53.784
And it's important that we focus on Sharon says includes verbal and nonverbal. Very important. Yes, it's really important that we expand our definition of behavior to anything a person does often times.

69 "Kathleen Deppeler" (1701697280)
00:10:54.024 --> 00:10:55.434
We talk about behavior.

70 "Kathleen Deppeler" (1701697280)
00:10:56.124 --> 00:11:02.814
Only, when we're talking about someone's undesirable behavior or the behavior that we want to replace.

71 "Kathleen Deppeler" (1701697280)
00:11:03.324 --> 00:11:16.644
So, when we talk about behavior, we want to make sure that we're really thinking about all behavior, anything a person does that could be seen and counted and that's going to help us shift to the more positive, desirable stuff. So.

72 "Kathleen Deppeler" (1701697280)
00:11:18.029 --> 00:11:31.079
So, let's make a list, I am going to type what folks write in the chat box, or say, I would like some examples of common behaviors in your environment. And I am navigating to my.

73 "Kathleen Deppeler" (1701697280)
00:11:38.549 --> 00:11:43.889
So, in the chat box, tell me what are some common behaviors in your environment.

74 "Kathleen Deppeler" (1701697280)
00:11:43.889 --> 00:11:47.699
Walking smiling.

75 "Kathleen Deppeler" (1701697280)
00:11:47.699 --> 00:11:58.139
Eating my poor spelling.

76 "Kathleen Deppeler" (1701697280)
00:12:14.339 --> 00:12:19.529
Bugs kisses talking. These are great.

77 "Kathleen Deppeler" (1701697280)
00:12:21.659 --> 00:12:24.809
Going back up to see what I missed.

78 "Kathleen Deppeler" (1701697280)
00:12:43.109 --> 00:12:47.819
About 2 more things you're doing. Great. I think I've gotten all the ones on here that.

79 "Kathleen Deppeler" (1701697280)
00:12:47.819 --> 00:12:51.659
There so far, if I could just have 2 more.

80 "Kathleen Deppeler" (1701697280)
00:12:53.579 --> 00:13:00.989
Tantrums hey, 1 more. Thank you, Janet. Forgiving us that 1.

81 "Kathleen Deppeler" (1701697280)
00:13:04.799 --> 00:13:13.289
Reacting thing. Okay. Okay. So I am now going to get a.

82 "Kathleen Deppeler" (1701697280)
00:13:13.289 --> 00:13:18.929
Different color highlight and I am going to.

83 "Kathleen Deppeler" (1701697280)
00:13:21.779 --> 00:13:29.909
1st, I'm going to circle some things you notice about the things.

84 "Kathleen Deppeler" (1701697280)

00:13:31.169 --> 00:13:37.709
That I am circling those little hesitant about that last 1, but.

85 "Kathleen Deppeler" (1701697280)
00:13:37.709 --> 00:13:42.209
What do you noticed about the things that I'm circling that? I circled.

86 "Kathleen Deppeler" (1701697280)
00:13:42.684 --> 00:13:48.594
Negative? Yes negative behaviors. Exactly. You guys did a great job.
Oftentimes we do this.

87 "Kathleen Deppeler" (1701697280)
00:13:48.624 --> 00:14:02.064
The whole list is full of negatives, because when we think about
behavior, we often just think about the negative things and I already
asked you to expand to thinking about all behaviors and you guys have
already done a great job. Okay.

88 "Kathleen Deppeler" (1701697280)
00:14:02.244 --> 00:14:05.964
So, I'm getting rid of my highlights and I am going to highlight again.

89 "Kathleen Deppeler" (1701697280)
00:14:06.299 --> 00:14:09.449
Uh, something else this time so.

90 "Kathleen Deppeler" (1701697280)
00:14:09.449 --> 00:14:13.889
I'm going to circle some things now.

91 "Kathleen Deppeler" (1701697280)
00:14:13.889 --> 00:14:17.849
And when you see them.

92 "Kathleen Deppeler" (1701697280)
00:14:17.849 --> 00:14:25.409
I want you to tell me what do you notice about the ones that I am
circling.

93 "Kathleen Deppeler" (1701697280)
00:14:28.889 --> 00:14:35.429
What do you notice about the ones I circled this time? This is harder. I
just want to.

94 "Kathleen Deppeler" (1701697280)
00:14:35.874 --> 00:14:50.094
Difficult to count or measure non specific. Well, Molly, you just that
was a great answer. I see. It's difficult. And then Molly just gives me a
text book answer. I love it. Thank you. Exactly. So they're not specific,
you know.

95 "Kathleen Deppeler" (1701697280)
00:14:50.459 --> 00:15:03.329

A tantrum is it a tantrum and sell me until somebody is on the floor and could be here down the street and is hitting a body part against the ground? Then it's a tantrum.

96 "Kathleen Deppeler" (1701697280)
00:15:03.329 --> 00:15:10.079
But for other people, a teacher might just be, you know, somebody jumping up and down and saying no, no, no, I'm not going to do that.

97 "Kathleen Deppeler" (1701697280)
00:15:10.079 --> 00:15:18.899
The definition for for a tantrum is very wide and really depends on who is who's observing who's.

98 "Kathleen Deppeler" (1701697280)
00:15:18.899 --> 00:15:33.024
Who's the opinion giver? Same with giving affirmation that could look so different. So, for some people that might be a high 5 for some, it might be a smile and a nod of, like you did that and other people, it might be saying something verbally.

99 "Kathleen Deppeler" (1701697280)
00:15:34.229 --> 00:15:43.649
Working could look like lots of different things might look like typing and I looked like talking it could look like, you know, putting pieces together into a box just.

100 "Kathleen Deppeler" (1701697280)
00:15:43.649 --> 00:15:50.699
Really lots of things that could be working, uh, same thing with reacting lots of different ways that we could react. So.

101 "Kathleen Deppeler" (1701697280)
00:15:50.699 --> 00:15:58.799
It's important to remember that when we talk about behavior, we want to talk about it in specific actions so that everybody knows.

102 "Kathleen Deppeler" (1701697280)
00:15:59.304 --> 00:16:12.144
What we're talking about, so everybody's in on it. We all we don't have to each provide our own definition of a tantrum and then see where we are someone can just tell us Johnny was laying on the floor. He was yelling.

103 "Kathleen Deppeler" (1701697280)
00:16:12.144 --> 00:16:25.434
I'm not going and he hit his head 3 times that those are things I can see. And count. And when I look for change in johnny's behavior over time, I really can't see it. If I just said he had a tantrum.

104 "Kathleen Deppeler" (1701697280)
00:16:25.764 --> 00:16:28.704
He had a tantrum yesterday and he had tangent the day before. I'm not seeing any.

105 "Kathleen Deppeler" (1701697280)
00:16:28.799 --> 00:16:30.989
Change in behavior, because I'm not really.

106 "Kathleen Deppeler" (1701697280)
00:16:30.989 --> 00:16:42.924
Talking about behavior in those specific terms. So there's a great
example here. You know, you could say, kathleen's rude, but it'd be much
more specific and if you want to target my behavior for change, it's
important to know the things I'm doing that are rude.

107 "Kathleen Deppeler" (1701697280)
00:16:43.104 --> 00:16:50.514
For example, I was like, look at her, or was she thinking so Kathleen is
making rude face making, uh.

108 "Kathleen Deppeler" (1701697280)
00:16:50.849 --> 00:17:03.449
A face that says that she is grossed out and loudly, talking about
people's clothing. Those are things that we can target for change. Now
that everybody knows what rude thing we're talking about that I was
doing.

109 "Kathleen Deppeler" (1701697280)
00:17:05.904 --> 00:17:09.654
Okay, so we're going to talk about behavior and measurable specific
terms.

110 "Kathleen Deppeler" (1701697280)
00:17:09.654 --> 00:17:24.324
So, the things that we're actually seeing really important, if you think
about documentation really important, if you think about talking to, you
know, a team of people who might be in your circle of support, just
really important that everybody knows.

111 "Kathleen Deppeler" (1701697280)
00:17:24.654 --> 00:17:25.284
Um.

112 "Kathleen Deppeler" (1701697280)
00:17:25.589 --> 00:17:28.709
What exactly we're talking about so.

113 "Kathleen Deppeler" (1701697280)
00:17:30.119 --> 00:17:41.309
There are some times where it's helpful to think about a category of
behavior. So, you know, 1 of those big old terms, and we have 4 big old
terms that we're good with. And we like them because.

114 "Kathleen Deppeler" (1701697280)
00:17:41.309 --> 00:17:55.674
Based on where the behavior falls, it can help guide your response. So
helpful categories of behavior to use are desirable. And there's 2 there.
There's significant and just okay.

115 "Kathleen Deppeler" (1701697280)
00:17:55.674 --> 00:17:59.214
So significant are those, like, big deal things that just okay.

116 "Kathleen Deppeler" (1701697280)
00:17:59.214 --> 00:18:11.124
Are like that everyday kind of stuff that, you know, probably early isn't getting much attention right now, but because we're gonna start spending more time, we've expanded our definition of behavior to talk about think about.

117 "Kathleen Deppeler" (1701697280)
00:18:11.309 --> 00:18:19.014
In the behavior, and we really want to shift our focus to being kind and carrying all the time. And so we're going to start looking at those just okay.

118 "Kathleen Deppeler" (1701697280)
00:18:19.014 --> 00:18:33.714
Behaviors in our environment and targeting them for positive consequences tartar, giving them for our opportunity to have a stay close interaction and start building our relationship. We're going to start using these just okay as an opportunity for more.

119 "Kathleen Deppeler" (1701697280)
00:18:34.374 --> 00:18:41.244
And so we have those 2 desirable types of behavior significant just okay. And then we have 2 types of.

120 "Kathleen Deppeler" (1701697280)
00:18:41.309 --> 00:18:43.409
Undesirable behavior we have junk.

121 "Kathleen Deppeler" (1701697280)
00:18:43.409 --> 00:18:49.829
And serious siriuses that stuff that's physically harmful to themselves. Others, property or illegal.

122 "Kathleen Deppeler" (1701697280)
00:18:49.829 --> 00:18:56.069
And the junk is everything else that a person might do that is.

123 "Kathleen Deppeler" (1701697280)
00:18:58.344 --> 00:19:11.814
Not that is undesirable. That's not helpful to them. It's not physically harmful to themselves others, property illegal, but it's definitely harmful to their, like, social lives. They're probably things that are annoying.

124 "Kathleen Deppeler" (1701697280)
00:19:12.054 --> 00:19:17.784
They might have been age typical at some point in time, but the person never learned that skill to, like, replace it.

125 "Kathleen Deppeler" (1701697280)
00:19:19.854 --> 00:19:28.254
So, I don't mean junk, like, just don't think about it. Forget about it.
Just let it go I mean, junk. Like, we have a skill for that.

126 "Kathleen Deppeler" (1701697280)
00:19:28.254 --> 00:19:41.124
And if it's that annoying stuff that, you know, isn't physically harmful
to themselves others, pretty or legal. But it's not helping them succeed.
It's not improving their quality of life. Then we have a response for
that called pivot.

127 "Kathleen Deppeler" (1701697280)
00:19:41.124 --> 00:19:47.934
So, again, categories of behavior are helpful in order to determine our
response. So, let's talk a little bit.

128 "Kathleen Deppeler" (1701697280)
00:19:48.029 --> 00:19:51.689
More about these, these categories.

129 "Kathleen Deppeler" (1701697280)
00:19:51.689 --> 00:19:55.409
It's important to consider.

130 "Kathleen Deppeler" (1701697280)
00:19:55.409 --> 00:20:05.789
When it happens, but in the context of this, so, when you think about,
let's take 1 behavior and kind of walk it through these.

131 "Kathleen Deppeler" (1701697280)
00:20:06.054 --> 00:20:19.554
Going to the gym for me, in the context of Kathleen going to the gym that
is a significant, desirable behavior. It would be a quality of life
improvement. Certainly. Um, so that's 1 reason.

132 "Kathleen Deppeler" (1701697280)
00:20:19.554 --> 00:20:31.134
I think it's significant and it's something I'm not currently doing. So,
it would be a big deal if I started. Right? That's a big, significantly
desirable behavior. It improves quality of life. It's something I'm not
currently doing.

133 "Kathleen Deppeler" (1701697280)
00:20:31.314 --> 00:20:35.694
And therefore, for me, it is a significant desirable.

134 "Kathleen Deppeler" (1701697280)
00:20:35.789 --> 00:20:39.179
Behavior same behavior going to the gym.

135 "Kathleen Deppeler" (1701697280)
00:20:39.179 --> 00:20:52.134

For Michael Phelps is just okay, he's an athlete he goes to the gym every day. Probably does that mean he just never needs to hear an attaboy for it. No, he still needs an for his hard work.

136 "Kathleen Deppeler" (1701697280)
00:20:52.524 --> 00:21:06.804
Just not as much as I need 1, because it's a significant, desirable behavior. So there's just okay. Behaviors are an opportunity for us. Um, they just are things that the person's already pretty much doing. We kind of expected out of them. Um.

137 "Kathleen Deppeler" (1701697280)
00:21:07.199 --> 00:21:20.639
And so they might, they might not really be getting the kind of attention that we could provide and help change that environment and increase the positive reinforcement available. Okay. So going to the gym for.

138 "Kathleen Deppeler" (1701697280)
00:21:21.809 --> 00:21:35.424
For that person who just wants to leave at other people or try to pick up on somebody at the gym. That's annoying. It's junk gets undesirable, but it's not physically harmful to themselves, others, property or illegal, but it's not helping them make any friends.

139 "Kathleen Deppeler" (1701697280)
00:21:36.174 --> 00:21:42.414
Nobody nobody's there to to get hit on or talk to or whatever. So that would be annoying. Junk behavior.

140 "Kathleen Deppeler" (1701697280)
00:21:43.464 --> 00:21:58.404
And then there's the there going to the gym for a person who recently had surgery and has told that they need to stay off their ankle until it heals. Or until they're cleared by the doctor they're back at the gym.

141 "Kathleen Deppeler" (1701697280)
00:21:58.704 --> 00:22:12.654
That's serious undesirable behavior. That's physically harmful. To themselves, other to themselves so that would be serious behavior. So, based on the context, I just took 1 behavior of going to the gym and depending on the context.

142 "Kathleen Deppeler" (1701697280)
00:22:12.749 --> 00:22:13.859
The behavior.

143 "Kathleen Deppeler" (1701697280)
00:22:13.859 --> 00:22:19.019
It could fall into any 1 of those categories, just depending on the person and the timing of it.

144 "Kathleen Deppeler" (1701697280)
00:22:19.019 --> 00:22:31.259

So, significant, desirable behaviors. These are things we want to teach, we want to model, we want to increase these happening. These are skills. People need to learn in order to be successful. These are big deal things.

145 "Kathleen Deppeler" (1701697280)
00:22:31.259 --> 00:22:40.139
Just okay, behaviors, these are the kinds of things that are already happening in our environment. We kind of expect them.

146 "Kathleen Deppeler" (1701697280)
00:22:40.139 --> 00:22:55.019
You know, um, so, you know, somebody who has good manners, they say, thank you somebody who goes to work shows up at work. You know, those are these are the just okay behaviors shutting the door when you come inside.

147 "Kathleen Deppeler" (1701697280)
00:22:55.019 --> 00:23:07.289
Often with just okay, we don't notice them until they don't happen and then it becomes a problem. So I think leaving the door open is a really good example of.

148 "Kathleen Deppeler" (1701697280)
00:23:07.289 --> 00:23:16.799
You know, people don't often get a, thank you when they close the door behind them, but if they leave it open, they're going to hear about it because then it really shifted into junk behavior of they left the door wide open.

149 "Kathleen Deppeler" (1701697280)
00:23:17.844 --> 00:23:31.344
So just okay behaviors, these are things that we're not currently taking the opportunity for to recognize. And this is a real opportunity that we have to increase the positive interactions in our environment. We can look to these just okay.

150 "Kathleen Deppeler" (1701697280)
00:23:31.344 --> 00:23:34.794
Behaviors and start providing some positive consequences for them.

151 "Kathleen Deppeler" (1701697280)
00:23:37.739 --> 00:23:50.459
So, for junk behavior, this is really these are like, stucking all the energy out of us. We are spending a lot of time on trying to get these to just stop and which is not particularly helpful.

152 "Kathleen Deppeler" (1701697280)
00:23:50.459 --> 00:24:04.409
We have another skill called pivot that we're going to talk about later and that's really the junk behavior response pivot. So we're going to avoid reacting to this junk behavior. And and in order to help us do that, it's important to remember that.

153 "Kathleen Deppeler" (1701697280)

00:24:06.119 --> 00:24:14.699
It's not physically harmful to themselves, others, property or illegal so
we can have a bit of room to try this pivot.

154 "Kathleen Deppeler" (1701697280)
00:24:14.699 --> 00:24:19.889
That's the different intervention, and we can see some improvement from
that. Um.

155 "Kathleen Deppeler" (1701697280)
00:24:19.889 --> 00:24:26.579
It can help make the behavior less likely to happen in the future, which
is our goal. So, um.

156 "Kathleen Deppeler" (1701697280)
00:24:26.579 --> 00:24:33.239
It's just helpful to remember we're going to categorize it as junk,
because that's going to help us remember to pivot.

157 "Kathleen Deppeler" (1701697280)
00:24:34.559 --> 00:24:45.384
So, I'm going to have to ask you guys for some more behaviors. What are
some common junk behaviors I would go back to our list, but you guys
really came up with so many desirable behaviors.

158 "Kathleen Deppeler" (1701697280)
00:24:46.614 --> 00:24:51.894
I'm not going to go back to it, but let's come up with some. What are
some junk behaviors?

159 "Kathleen Deppeler" (1701697280)
00:24:53.094 --> 00:25:02.424
What are some junk behaviors things that are not physically harmful to
themselves? Others, property or illegal knows picking that is an
excellent example.

160 "Kathleen Deppeler" (1701697280)
00:25:02.784 --> 00:25:17.094
So much attention gets provided for the nose picking, but it's not
physically harmful to themselves others, property or illegal. I rolling
talking with your mouth full Crystal said I know that. Well, yes.

161 "Kathleen Deppeler" (1701697280)
00:25:20.759 --> 00:25:24.569
1st thing swearing. Yes, you guys are on the right track. This is good.

162 "Kathleen Deppeler" (1701697280)
00:25:31.559 --> 00:25:46.464
Phone time in meetings yes. Being on your phone screaming in public
right? Stopping yes. These are all excellent examples of junk behavior.
And I appreciate that. You guys brought some of these up here because
some of them are verging towards, um.

163 "Kathleen Deppeler" (1701697280)

00:25:46.829 --> 00:26:01.589
Potential for serious behavior, right? They, they can ramp up ramp up
into something else. And that's really important to remember about junk
behavior. We know that many instances of serious behavior stemmed from.

164 "Kathleen Deppeler" (1701697280)
00:26:01.614 --> 00:26:16.434
Junk being reacted to and escalating into serious behavior. So I
appreciate that you guys labeled some things like stomping and screaming
and public as drunk, because they are not physically harmful to
themselves.

165 "Kathleen Deppeler" (1701697280)
00:26:16.434 --> 00:26:23.934
So there's property or illegal. And when they get responded to, it can
really ramp up into a stay close hot or serious behavior situation.

166 "Kathleen Deppeler" (1701697280)
00:26:24.269 --> 00:26:35.189
Silence can be positive or drunk. Totally agree. Sharon really depends on
the context of when it's happening. It really it really depends on it.

167 "Kathleen Deppeler" (1701697280)
00:26:37.884 --> 00:26:38.544
Okay,

168 "Kathleen Deppeler" (1701697280)
00:26:42.174 --> 00:26:56.334
so here's some examples of junk and you guys came up with several of
these swearing or cursing threatening that was kind of like screaming in
public name calling saying mean things not going to work, you know,
skipping work.

169 "Kathleen Deppeler" (1701697280)
00:26:56.934 --> 00:26:57.954
Um.

170 "Kathleen Deppeler" (1701697280)
00:27:00.509 --> 00:27:09.689
Okay, so let's consider why, why do people do drunk behavior? Why does a
person curse then another person.

171 "Kathleen Deppeler" (1701697280)
00:27:09.689 --> 00:27:13.859
Go ahead and use your chat. Why would why does the person do that? Why
are they.

172 "Kathleen Deppeler" (1701697280)
00:27:13.859 --> 00:27:23.249
Why would they curse it? Someone they're aggravated attention
frustration.

173 "Kathleen Deppeler" (1701697280)
00:27:23.249 --> 00:27:27.389

Express frustration. Yeah, but some great empathy really.

174 "Kathleen Deppeler" (1701697280)
00:27:27.389 --> 00:27:32.999
It's really good empathy habit. Angie says attention.

175 "Kathleen Deppeler" (1701697280)
00:27:32.999 --> 00:27:43.769
Think it's funny. Yeah these are all reasons. Yeah. What about
complaining about food or, you know, other people are complaining when.

176 "Kathleen Deppeler" (1701697280)
00:27:44.909 --> 00:27:53.789
Why might people do that attention?

177 "Kathleen Deppeler" (1701697280)
00:27:57.989 --> 00:28:03.329
Unhappy with themselves. Yeah. Insecurity.

178 "Kathleen Deppeler" (1701697280)
00:28:05.729 --> 00:28:10.019
Christie and Janet are really on the same page there.

179 "Kathleen Deppeler" (1701697280)
00:28:13.319 --> 00:28:24.989
Nonverbal communication. What about slamming the door?

180 "Kathleen Deppeler" (1701697280)
00:28:24.989 --> 00:28:28.169
Why might somebody slam the door?

181 "Kathleen Deppeler" (1701697280)
00:28:32.279 --> 00:28:36.929
Angry upset. Yeah.

182 "Kathleen Deppeler" (1701697280)
00:28:36.929 --> 00:28:46.919
Being a teenager we talked about, you know, I think it is important to
just again, remind yourself that many of the examples of junk behavior.

183 "Kathleen Deppeler" (1701697280)
00:28:46.919 --> 00:28:54.509
Are at 1 point age appropriate behaviors that just didn't find another.

184 "Kathleen Deppeler" (1701697280)
00:28:54.509 --> 00:28:58.409
Another appropriate skill to replace it.

185 "Kathleen Deppeler" (1701697280)
00:28:59.939 --> 00:29:13.914
So, people do the junk do junk behavior for a variety of reasons you guys
named many of them attention, trying to get out of the situation, you
know, this is a good way to get people to leave me alone. Try to get that
thing. I was wanting.

186 "Kathleen Deppeler" (1701697280)
00:29:17.099 --> 00:29:29.009
To get even, um, you also I see a couple of examples in here about it's just the thing that happened really, you know, the wind blew it just it just happened. Nobody did that. Um.

187 "Kathleen Deppeler" (1701697280)
00:29:29.009 --> 00:29:39.029
Somebody wanted to hear the noise. Yeah. So so people do drunk behavior because it works for them in a moment. Um, and it's not typically, um.

188 "Kathleen Deppeler" (1701697280)
00:29:40.739 --> 00:29:52.139
It's also it's been something that they have been doing a long time. I noticed in 1 up above the cursing. That's that's 1. that's a habit. You know, they don't have another word to describe it.

189 "Kathleen Deppeler" (1701697280)
00:29:52.139 --> 00:29:57.989
It's a habit, it's what they know to say in that moment when they're feeling in this way. Um.

190 "Kathleen Deppeler" (1701697280)
00:29:57.989 --> 00:30:00.989
So, remember that.

191 "Kathleen Deppeler" (1701697280)
00:30:00.989 --> 00:30:10.079
That people do junk behavior, because they're getting something out of it. They're getting that attention. They're getting that um.

192 "Kathleen Deppeler" (1701697280)
00:30:12.029 --> 00:30:20.159
You know, response in some kind of way and it's the skill that they've had they've used before and will do again.

193 "Kathleen Deppeler" (1701697280)
00:30:20.159 --> 00:30:25.049
The thing that works so what.

194 "Kathleen Deppeler" (1701697280)
00:30:25.049 --> 00:30:39.089
Undesirable behavior isn't junk. That's the serious things that are physically harmful to themselves. Others property are illegal. We have a skill for that called stay close hot. And some examples of that would be, you know, if somebody got hit.

195 "Kathleen Deppeler" (1701697280)
00:30:39.089 --> 00:30:46.529
Somebody threw a chair banging their head with force stealing. These are all things that are physically harmful to themselves. Others, property or illegal.

196 "Kathleen Deppeler" (1701697280)
00:30:48.239 --> 00:30:56.969
So, what should you do you stay close hot, which we're going to talk
about here in a little bit if that is ineffective and things continue to.

197 "Kathleen Deppeler" (1701697280)
00:30:57.989 --> 00:31:06.179
Continued down a serious path, then if the person has the safety crisis
plan, it's time to use it. You should know it. Well.

198 "Kathleen Deppeler" (1701697280)
00:31:06.179 --> 00:31:11.729
And be prepared to implement it, uh, when you see serious behavior.

199 "Kathleen Deppeler" (1701697280)
00:31:11.729 --> 00:31:16.859
Also, 908 is there for behavioral health crisis and.

200 "Kathleen Deppeler" (1701697280)
00:31:16.859 --> 00:31:20.669
Could also provide support to a person who is engaging in serious
behavior.

201 "Kathleen Deppeler" (1701697280)
00:31:22.589 --> 00:31:30.899
So, let's just review these quickly again before we shift into some of
the more proactive. What do we do now? We've.

202 "Kathleen Deppeler" (1701697280)
00:31:30.899 --> 00:31:38.729
We know what category this behavior is and now, what should we do so
desirable significant those are big deal things.

203 "Kathleen Deppeler" (1701697280)
00:31:38.729 --> 00:31:46.829
Uh, those are the quality of life improvers, the skills that people are
working on things we want to teach model.

204 "Kathleen Deppeler" (1701697280)
00:31:46.854 --> 00:31:54.264
Motivate increase in the environment and then there's the just okay and
those are things that really are probably happening all day long,

205 "Kathleen Deppeler" (1701697280)
00:31:54.564 --> 00:32:07.914
but they generally aren't getting a lot of attention and then we're going
to use those as their opportunity to provide positive consequences. So,
we're going to start looking for that just okay behavior. They answered,
they answered your question they said, thank you.

206 "Kathleen Deppeler" (1701697280)
00:32:08.934 --> 00:32:09.894
So, we're talking about.

207 "Kathleen Deppeler" (1701697280)
00:32:10.349 --> 00:32:13.499
Be in flight and, um.

208 "Kathleen Deppeler" (1701697280)
00:32:13.499 --> 00:32:28.169
Responding and then there's the serious so undesirable behavior that's significant that is physically harmful to themselves others, property or illegal so hitting, taking off your gloves and public those kinds of big deal things.

209 "Kathleen Deppeler" (1701697280)
00:32:29.304 --> 00:32:36.444
And then there's the junk that stuff that we're spending a lot of our time on that aren't physically harmful to themselves.

210 "Kathleen Deppeler" (1701697280)
00:32:36.444 --> 00:32:46.824
Others, property are illegal, but are definitely not helping anyone socially and are holding them back from engaging in more just okay. And significantly desirable behavior.

211 "Kathleen Deppeler" (1701697280)
00:32:47.189 --> 00:32:54.269
Okay, so let's go over some fundamental facts. So things that we know to be true.

212 "Kathleen Deppeler" (1701697280)
00:32:54.269 --> 00:33:04.769
About behavior that can help us again and as we identify what response we want to have, and kind of beef up our rationale for, for using them.

213 "Kathleen Deppeler" (1701697280)
00:33:04.769 --> 00:33:11.669
So 1st, 1, that the environment is responsible for the behavior.

214 "Kathleen Deppeler" (1701697280)
00:33:11.669 --> 00:33:16.649
So, you know, based on the person's learning history.

215 "Kathleen Deppeler" (1701697280)
00:33:16.649 --> 00:33:21.299
Uh, their experiences, their physiological, uh, state.

216 "Kathleen Deppeler" (1701697280)
00:33:21.299 --> 00:33:24.659
Those those aspects of the environment.

217 "Kathleen Deppeler" (1701697280)
00:33:24.659 --> 00:33:32.099
Are responsible for the behavior, so the behavior is always right given the person's environment their history. Um.

218 "Kathleen Deppeler" (1701697280)

00:33:32.604 --> 00:33:43.674
In their previous experiences, so I don't mean, that's like the right
behavior of somebody got somebody punched them or whatever the behavior
is. Always right. I don't mean, right? Like, it was a good thing for them
to do.

219 "Kathleen Deppeler" (1701697280)
00:33:44.124 --> 00:33:57.624
I mean, right as in, it was the thing that they knew to do to best meet
their needs in that movement, based on their history, based on their
physiology physiology, based on their previous experiences. That was the
thing. They knew to best meet their needs.

220 "Kathleen Deppeler" (1701697280)
00:33:57.624 --> 00:33:59.424
So, it was right based on the environment.

221 "Kathleen Deppeler" (1701697280)
00:34:01.944 --> 00:34:15.624
The 2nd fundamental fact is that consequences can either strengthen our
weekend of behavior. And the only way we can know if a consequence was
reinforcing or or punishment.

222 "Kathleen Deppeler" (1701697280)
00:34:15.624 --> 00:34:27.954
So is to, by what happens in the future if it was reinforcing, then it
strengthens the behavior. It happens more or more often, or with more
intensity.

223 "Kathleen Deppeler" (1701697280)
00:34:28.854 --> 00:34:40.974
Or it can weaken the behavior would be a punishment it would weaken
behavior and make it happen less often or or for less amount of time,
less than a week in that behavior.

224 "Kathleen Deppeler" (1701697280)
00:34:41.994 --> 00:34:53.814
So, we really need to look at what happens afterwards. So, identifying
consequence and identifying that how that behavior plays out in the
future, if it happens more often or less often than we know the impact of
our consequences.

225 "Kathleen Deppeler" (1701697280)
00:34:57.299 --> 00:35:11.429
Number 3 is very hard. It takes time it takes time we want to be
consistent and we want to take data so that we know over time how things
are changing. Um.

226 "Kathleen Deppeler" (1701697280)
00:35:12.144 --> 00:35:27.144
And if things are not effective, you know, tweaking it after a couple of
weeks, makes a lot of sense but it needs time to, for changes to take
effect and to change behavior in the environment. So, that kind of
patients and consistency is really important.

227 "Kathleen Deppeler" (1701697280)
00:35:29.579 --> 00:35:44.549
Past behaviors, the best predictor of future behavior. So it's important to consider how a person has behaved previously in this situation. Um, that helps us. We can anticipate. And, um.

228 "Kathleen Deppeler" (1701697280)
00:35:44.549 --> 00:35:50.639
And make changes into the make changes to the environment to help prevent.

229 "Kathleen Deppeler" (1701697280)
00:35:50.639 --> 00:36:00.809
The undesirable behaviors from happening in the future. So it's helpful to remember past experiences and we can make changes and, um.

230 "Kathleen Deppeler" (1701697280)
00:36:00.809 --> 00:36:05.249
And see, if we can anticipate and prevent problems from happening in the future.

231 "Kathleen Deppeler" (1701697280)
00:36:07.434 --> 00:36:20.454
Here's the big 1 and we're going to start talking here in a few slides a lot about this word coercive or coercion here. So giving negative coercive consequences.

232 "Kathleen Deppeler" (1701697280)
00:36:20.454 --> 00:36:23.574
So creating a worsening for people. Um.

233 "Kathleen Deppeler" (1701697280)
00:36:25.169 --> 00:36:29.399
It results in more problems, so.

234 "Kathleen Deppeler" (1701697280)
00:36:34.529 --> 00:36:42.179
Undesirable behavior of the person meets coercion and punishment, and it will escalate the situation.

235 "Kathleen Deppeler" (1701697280)
00:36:43.349 --> 00:36:55.614
So, our goal is to shift and really start thinking about more desirable behaviors that are happening in environment, shifting our focus to those and really starting to focus on avoiding these identifying what?

236 "Kathleen Deppeler" (1701697280)
00:36:55.614 --> 00:37:04.344
Coercive punishing consequences we're providing right now and how we can avoid providing them in the future. We're going to spend a lot of time talking about this here in a few moments.

237 "Kathleen Deppeler" (1701697280)

00:37:05.334 --> 00:37:19.854
And along a similar thread in the long run behavior responds better to
positive consequences and so when we start shifting our attention to
desirable behavior, that just okay. Stuff that right now we're just kind
of expecting our environment.

238 "Kathleen Deppeler" (1701697280)
00:37:20.064 --> 00:37:26.334
We start shifting and recognizing those desirable behaviors. And when
they're occurring, we start shifting the environment.

239 "Kathleen Deppeler" (1701697280)
00:37:26.639 --> 00:37:31.379
And providing an increasing the positivity in that environment.

240 "Kathleen Deppeler" (1701697280)
00:37:31.379 --> 00:37:35.549
So, behavior responds better to those positive consequences.

241 "Kathleen Deppeler" (1701697280)
00:37:35.549 --> 00:37:38.969
Takes time and consistency.

242 "Kathleen Deppeler" (1701697280)
00:37:42.509 --> 00:37:55.049
So, I mentioned this earlier, so positive practices, set the foundation
for all of their interventions. This is the universal level here. It's
not about fixing people. It's really about improving the quality of life.

243 "Kathleen Deppeler" (1701697280)
00:38:04.529 --> 00:38:08.249
So, when we talk about the, uh, discipline, uh.

244 "Kathleen Deppeler" (1701697280)
00:38:08.574 --> 00:38:23.064
A lot of times, we think, um, you know, being strict or, uh, using
punishment, you know, that tends to be how we think of the term
discipline when in fact, math is the discipline.

245 "Kathleen Deppeler" (1701697280)
00:38:23.094 --> 00:38:36.474
Science is a discipline. English is a discipline. Discipline is something
that you teach. And model, and so if we're using that punishment idea,
that means strict idea in our, as our discipline.

246 "Kathleen Deppeler" (1701697280)
00:38:36.834 --> 00:38:38.244
Then what are we actually.

247 "Kathleen Deppeler" (1701697280)
00:38:38.249 --> 00:38:39.600
Teaching people.

248 "Kathleen Deppeler" (1701697280)

00:38:40.105 --> 00:38:52.135
Because discipline is about teaching and it's about learning and so if
we're using punishment, as, as our method of discipline, then we're
actually teaching and modeling and motivating exactly what we don't want.

249 "Kathleen Deppeler" (1701697280)
00:38:52.825 --> 00:39:03.235
So, as you shift that make this shift think about discipline in that
positive way in that teaching way that we're modeling and teaching and
motivating the desirable behaviors that we want to see.

250 "Kathleen Deppeler" (1701697280)
00:39:04.350 --> 00:39:11.430
So, that's going to help us improve our relationship and maintain our
relationships. Um.

251 "Kathleen Deppeler" (1701697280)
00:39:11.430 --> 00:39:22.590
And again, just that idea that if we're using punishment as our
discipline, we are actually teaching and motivating and modeling exactly
what we don't want to see.

252 "Kathleen Deppeler" (1701697280)
00:39:24.330 --> 00:39:38.215
So, to effectively change behavior, we have to find the stuff identify.
What are the things that we want to happen in this environment? We need
to teach to those. And when you start paying them off, we need to start
paying off desirable behaviors.

253 "Kathleen Deppeler" (1701697280)
00:39:38.215 --> 00:39:41.185
They need to get more attention than the undesirable stuff.

254 "Kathleen Deppeler" (1701697280)
00:39:41.490 --> 00:39:52.410
Yes, so.

255 "Kathleen Deppeler" (1701697280)
00:39:52.410 --> 00:39:56.910
It's really important that we think about all the categories of behavior.

256 "Kathleen Deppeler" (1701697280)
00:39:56.910 --> 00:40:08.130
As we start thinking about target behaviors, a lot of times we think
about target behaviors, just in this bottom 1, the stuff that we wanted
to get rid of, we want to decrease in the environment. Um.

257 "Kathleen Deppeler" (1701697280)
00:40:08.130 --> 00:40:21.930
That tends to be the way that we think about target behaviors when in
fact, we also need to identify really need to focus on these top 2. what
are the behaviors that we want to see more often? Those are our targets.
What do we need to do to teach them?

258 "Kathleen Deppeler" (1701697280)
00:40:21.930 --> 00:40:27.600
And they can be those alternative behaviors to the undesirable stuff. Um.

259 "Kathleen Deppeler" (1701697280)
00:40:27.600 --> 00:40:38.760
And then then we can use them as a replacement behavior, but we really want to shift our target behavior thinking into that desirable stuff that we want to teach model, motivate the stuff. We want to see more than our environment.

260 "Kathleen Deppeler" (1701697280)
00:40:40.440 --> 00:40:45.270
And in order to motivate the desirable behavior, we have to start.

261 "Kathleen Deppeler" (1701697280)
00:40:45.270 --> 00:40:59.880
Emphasizing it that has to be what gets attention in this environment, the healthy stuff, the desirable behaviors that's where it gets attention and when the undesirable behavior happens, we do our best to minimize our, our responses. So.

262 "Kathleen Deppeler" (1701697280)
00:41:01.380 --> 00:41:04.830
So, we're focusing more.

263 "Kathleen Deppeler" (1701697280)
00:41:04.855 --> 00:41:10.315
Emphasis on the, the more emotion, more words, more reactions on the desirable behavior,

264 "Kathleen Deppeler" (1701697280)
00:41:10.885 --> 00:41:23.845
and we want to interrupt undesirable behavior if we must we're going to do it with his little attention as possible as little eye contact his little touch as little reaction as possible.

265 "Kathleen Deppeler" (1701697280)
00:41:24.355 --> 00:41:29.365
We're going to avoid providing a emotional response to that. Um.

266 "Kathleen Deppeler" (1701697280)
00:41:30.595 --> 00:41:44.905
So, you know, and we're going to focus on teaching desirable behaviors and associating those desirable behaviors when they happen with what it means. What what is, what does that mean for you in the future?

267 "Kathleen Deppeler" (1701697280)
00:41:44.905 --> 00:41:59.665
Is it going to be a big improvement and we want to make sure that we highlight that and we're going to talk about a skill called stay close school, random and routine. That focuses on 1 of the steps providing encouragement. So encouragement you did this thing. Here's what it means.

268 "Kathleen Deppeler" (1701697280)
00:41:59.670 --> 00:42:01.260
For you in the future.

269 "Kathleen Deppeler" (1701697280)
00:42:01.260 --> 00:42:10.080
So, when undesirable behavior is happening, we're going to really if we must interrupted, then we're going to do so, with this little emotion or attention as possible.

270 "Kathleen Deppeler" (1701697280)
00:42:10.080 --> 00:42:17.400
And for the desirable behavior, we're going to really emphasize that we're really going to put our attention.

271 "Kathleen Deppeler" (1701697280)
00:42:17.485 --> 00:42:30.265
On that I'm seeing good stuff happening and I'm focusing on it and paying attention so avoid avoid the focus on the undesirable stuff. We have a still called pivot for that focus on the desirable healthy stuff.

272 "Kathleen Deppeler" (1701697280)
00:42:30.295 --> 00:42:38.065
You want a person to do again, especially that just okay. Category that right now is probably not really getting a lot of attention in the environment.

273 "Kathleen Deppeler" (1701697280)
00:42:39.180 --> 00:42:43.350
So remember.

274 "Kathleen Deppeler" (1701697280)
00:42:43.675 --> 00:42:49.405
It takes time, and this is about us changing our focus during our interaction.

275 "Kathleen Deppeler" (1701697280)
00:42:49.405 --> 00:43:03.775
So, we're going to shift our focus away from stopping the undesirable behavior, or, you know, focusing on the undesirable behavior, shifting our focus to thinking about the desirable things that are happening in an environment and how we can provide reinforcement,

276 "Kathleen Deppeler" (1701697280)
00:43:03.775 --> 00:43:05.875
pay those off focus our attention. There.

277 "Kathleen Deppeler" (1701697280)
00:43:06.955 --> 00:43:18.985
It takes time, it takes time and you really, it's really important. It says, look for improvement on perfection that is really important. Small improvements can help keep you motivated.

278 "Kathleen Deppeler" (1701697280)

00:43:19.765 --> 00:43:26.695
So take data so that you can identify those small improvements and be patient behavior. Change does take time.

279 "Kathleen Deppeler" (1701697280)
00:43:27.030 --> 00:43:39.360
So, let's talk about some things that can make a big impact and I think identifying what conversions you're using and identifying the impact that they're having is something that can.

280 "Kathleen Deppeler" (1701697280)
00:43:39.360 --> 00:43:50.850
That you can implement quickly and can make a big impact on your environment. So, let's talk about coercion. It's a way to punish people. Coercion is the way we tell somebody that we don't like what they're doing.

281 "Kathleen Deppeler" (1701697280)
00:43:50.850 --> 00:43:55.290
So the way we tell somebody that you want them to stop.

282 "Kathleen Deppeler" (1701697280)
00:43:56.365 --> 00:44:09.655
It's, it's also damaging to your relationship to use coercion as a way to tell somebody you don't like what they're doing a way to tell them to stop. They can it can be humiliating to the person can feel like a put down.

283 "Kathleen Deppeler" (1701697280)
00:44:10.975 --> 00:44:16.465
So, you really want to avoid this in our teaching in our relationship building we want to avoid.

284 "Kathleen Deppeler" (1701697280)
00:44:16.830 --> 00:44:20.190
Using coercion, um.

285 "Kathleen Deppeler" (1701697280)
00:44:22.230 --> 00:44:28.470
So it's a way we punish people. So let's talk about some ways that we do that.

286 "Kathleen Deppeler" (1701697280)
00:44:29.245 --> 00:44:36.655
I have 10 examples for you and before I show them to you, I just want to give you some encouragement that you're going to see yourself in some of these.

287 "Kathleen Deppeler" (1701697280)
00:44:36.655 --> 00:44:44.455
I told you, this is just like, this is the way our society operates, the way our parents probably interacted with us.

288 "Kathleen Deppeler" (1701697280)

00:44:45.840 --> 00:44:54.690
These are not planned reactions, not like anyone, you know, just thought
I'm going to be disrespectful in this moment or whatever.

289 "Kathleen Deppeler" (1701697280)
00:44:54.690 --> 00:45:00.540
There are things these are our own junk behaviors their habitual, um.

290 "Kathleen Deppeler" (1701697280)
00:45:00.625 --> 00:45:14.005
Responses we learned them from our coercive culture. Just want to provide
you a little encouragement before I show you these examples and you're
like oh, I'm doing that. We're all doing it. I told you, it's my goal in
life to avoid a conversion for a whole day.

291 "Kathleen Deppeler" (1701697280)
00:45:14.005 --> 00:45:21.595
It's difficult we have practiced this for a long time so it's going to
take us a long time to practice our behavior change.

292 "Kathleen Deppeler" (1701697280)
00:45:22.590 --> 00:45:36.090
So here's some things you can start targeting now, some common examples
of coercion. I'm going to just quickly go over these on this slide and
talk about them more in depth on the coming slide. So questioning arguing
sarcasm or teasing.

293 "Kathleen Deppeler" (1701697280)
00:45:36.090 --> 00:45:49.470
Force which could be verbal or physical threats, criticism, despair. Oh,
what was me? Lecture logic taking away and talking about a person's bad
behavior in front of them.

294 "Kathleen Deppeler" (1701697280)
00:45:49.470 --> 00:45:57.480
So, questioning asking the question, you don't want answered a rhetorical
question. So I'm going to ask the same question twice.

295 "Kathleen Deppeler" (1701697280)
00:45:58.800 --> 00:46:01.890
What time is it? Do you know what time it is?

296 "Kathleen Deppeler" (1701697280)
00:46:02.970 --> 00:46:06.990
Do you know what time it is? So.

297 "Kathleen Deppeler" (1701697280)
00:46:07.075 --> 00:46:21.745
Oftentimes asking a question that you don't really want answered,
involves some body language or tone of voice there. You know, I asked the
same questions. Do you know what time it is? In 2 different ways? And
they had 2 very different meeting meanings when I said, do you know what
time it is?

298 "Kathleen Deppeler" (1701697280)
00:46:21.985 --> 00:46:23.004
Clearly? You're late.

299 "Kathleen Deppeler" (1701697280)
00:46:23.365 --> 00:46:37.915
And I'm telling you that you're late by making a very concerned face and
questioning your behavior that is, can definitely be seen as a put down
or disrespect. And again, these are not planned responses.

300 "Kathleen Deppeler" (1701697280)
00:46:37.945 --> 00:46:42.985
They're common behaviors that we're doing that are not helpful to our
relationships. So.

301 "Kathleen Deppeler" (1701697280)
00:46:43.320 --> 00:46:47.790
Asking the question you don't really want answered or a rhetorical
question.

302 "Kathleen Deppeler" (1701697280)
00:46:47.790 --> 00:46:57.420
Would be 1 example of coercion arguing and this is, you know, just the
back and forth between 2 people. So if you start to realize that you're,
um.

303 "Kathleen Deppeler" (1701697280)
00:46:58.135 --> 00:47:08.605
You're providing more responses, more examples of why you're right as you
go back and forth with someone you found yourself arguing and when to
encourage you that people do not change their opinions.

304 "Kathleen Deppeler" (1701697280)
00:47:09.385 --> 00:47:20.305
You know, the challenging of someone's point of view is unlikely to
change uncle bud's spine. You're not, you're not going to convince him
that you're that. You're correct. Um.

305 "Kathleen Deppeler" (1701697280)
00:47:20.610 --> 00:47:28.440
The argument can be a worsening for the person again, body language, tone
of voice really affect the context of arguing.

306 "Kathleen Deppeler" (1701697280)
00:47:30.895 --> 00:47:44.125
And I appreciate this last point here, that arguments don't often result
in a compromise or agreement. Like, it's just not going to help. It's
really that back and forth of trying to convince someone they, your point
of view is correct.

307 "Kathleen Deppeler" (1701697280)
00:47:45.570 --> 00:47:53.700
Sarcasm or teasing, it's insincere, you know, sometimes I think people.

308 "Kathleen Deppeler" (1701697280)
00:47:54.625 --> 00:48:05.215
Use these as a coping skill, during a difficult situation staff are,
like, oh, there's going to be a good day. You know, staff doesn't
actually mean things today is going to be a good day.

309 "Kathleen Deppeler" (1701697280)
00:48:05.215 --> 00:48:12.025
They're seeing the opposite of what they mean, and it's really at the
expense of someone else.

310 "Kathleen Deppeler" (1701697280)
00:48:12.090 --> 00:48:17.820
And that's what's important. So, sarcasm teasing are at the expense of
someone else.

311 "Kathleen Deppeler" (1701697280)
00:48:17.820 --> 00:48:21.000
Even if it seems like the person's in on the joke.

312 "Kathleen Deppeler" (1701697280)
00:48:21.000 --> 00:48:34.705
It's really not a social skill that just anybody can do they're quite
complex so we're not teaching and modeling the skills that we want people
to use in their relationship. And we're really showing them kind of the
opposite.

313 "Kathleen Deppeler" (1701697280)
00:48:34.705 --> 00:48:38.935
It's it sarcasm specifically is a quite a complex social skills. So.

314 "Kathleen Deppeler" (1701697280)
00:48:44.395 --> 00:48:57.145
I'm trying not to get on my soapbox about this 1, but I think I covered
all my points. Generally if someone's expense person might not really be
in on it. It's not a skill that they can recreate. Um.

315 "Kathleen Deppeler" (1701697280)
00:48:57.420 --> 00:49:02.220
With their, with other people, um, so confusing.

316 "Kathleen Deppeler" (1701697280)
00:49:02.220 --> 00:49:08.160
Cause misunderstandings force this 1 is pretty.

317 "Kathleen Deppeler" (1701697280)
00:49:09.025 --> 00:49:14.365
Self explanatory in the physical or aggressive department.

318 "Kathleen Deppeler" (1701697280)
00:49:14.455 --> 00:49:26.215
Um, so, you know, when I think about, like, verbal, you know, like
someone being close and loud, um, that would be forced for verbal force
and physical forces. Um.

319 "Kathleen Deppeler" (1701697280)
00:49:26.520 --> 00:49:30.150
It's abuse and, um.

320 "Kathleen Deppeler" (1701697280)
00:49:31.770 --> 00:49:36.090
Is a pretty obvious conversion that we want to avoid.

321 "Kathleen Deppeler" (1701697280)
00:49:37.800 --> 00:49:42.210
Threats so telling a person that, you know, if you.

322 "Kathleen Deppeler" (1701697280)
00:49:42.210 --> 00:49:51.420
Doing all this, then this thing is gonna happen if you keep doing that,
you're not going to earn your your time tonight if, um.

323 "Kathleen Deppeler" (1701697280)
00:49:51.420 --> 00:49:58.680
You know, if you forget that, you're not going to be able to pass your
test, reminding somebody that if they keep.

324 "Kathleen Deppeler" (1701697280)
00:49:58.680 --> 00:50:03.780
Doing this undesirable behavior, then this bad thing is going to happen
to them in the future.

325 "Kathleen Deppeler" (1701697280)
00:50:04.980 --> 00:50:17.730
This really is just focus on the undesirable behavior. If you're making a
threat, you're really focused on that thing that you that isn't
happening. So.

326 "Kathleen Deppeler" (1701697280)
00:50:17.730 --> 00:50:28.770
If you don't do your homework, you're not going to go to them all this
weekend. If you break that toy, then I'm going to take your stuff away.
Um, if you don't need dinner, you're not going to get dessert.

327 "Kathleen Deppeler" (1701697280)
00:50:28.770 --> 00:50:39.180
Those are all things that are really focused on the undesirable behavior
and I'm really focused on the fact that you're not having your dinner
like you're supposed or or they, you know, you're not working on your
homework. Um, so.

328 "Kathleen Deppeler" (1701697280)
00:50:40.800 --> 00:50:53.425
Criticism if this is when someone's already engaged in a task, and you
start to tell them how they could do it better, you know, the, that idea
of, like, a teachable moment that this is not your teachable moment.

329 "Kathleen Deppeler" (1701697280)

00:50:53.695 --> 00:51:01.135
If they already started doing it, and you start telling them how they
could do it better, it's going to be considered a criticism.

330 "Kathleen Deppeler" (1701697280)
00:51:01.440 --> 00:51:04.890
So, um, it.

331 "Kathleen Deppeler" (1701697280)
00:51:04.890 --> 00:51:18.210
Can be something that, you know, if you're watching somebody sweep the
floor and it is not going well, they're actively sweeping the floor.
Sure. You probably have another way that they could do that. That would
help them be more successful. And.

332 "Kathleen Deppeler" (1701697280)
00:51:18.210 --> 00:51:26.340
Before the end of the opportunity to sweep the floor again would be a
good time to provide your suggestion right now is not the time they
already started.

333 "Kathleen Deppeler" (1701697280)
00:51:27.480 --> 00:51:34.980
Despair, um, all the sides.

334 "Kathleen Deppeler" (1701697280)
00:51:36.510 --> 00:51:48.750
Facial expressions that show your giving up exasperation, throwing up
your arms since really 2 possible meshes messages. 1.

335 "Kathleen Deppeler" (1701697280)
00:51:48.750 --> 00:51:52.230
You make the person feel more hopeless. Um.

336 "Kathleen Deppeler" (1701697280)
00:51:52.230 --> 00:52:03.600
And 2, you might make the person feel really happy. They might have been
really trying to annoy you and then look you, did you roll your eyes or.

337 "Kathleen Deppeler" (1701697280)
00:52:03.600 --> 00:52:16.440
I'm just giving up and that was their motivation, then it worked out
perfectly for them. So, you know, I think another aspect of despair
that's important, especially if you're a helper or a caregiver.

338 "Kathleen Deppeler" (1701697280)
00:52:16.440 --> 00:52:23.610
You know, if you, as the helper or caregiver is feeling hopeless about a
person's ability, um.

339 "Kathleen Deppeler" (1701697280)
00:52:23.610 --> 00:52:36.360

Really undermining to their success, and they're not likely to be. They
are more likely to want to give up on themselves too. You're giving up on
them. Why would they continue going on.

340 "Kathleen Deppeler" (1701697280)
00:52:39.205 --> 00:52:44.605
Lecture and logic, so I'm starting to feel like I'm doing this to you,
because I've been talking a long time.

341 "Kathleen Deppeler" (1701697280)
00:52:44.845 --> 00:52:49.195
I do have an activity coming up in just a few slides, but I feel like, at
this point,

342 "Kathleen Deppeler" (1701697280)
00:52:49.195 --> 00:53:02.335
I have been talking way too much and I likely have gone over several
things that probably felt like you already know those are things that
you're doing that are particularly helpful, you know, I'm kind of talking
about, you know,

343 "Kathleen Deppeler" (1701697280)
00:53:02.335 --> 00:53:04.675
in front of you and I just keep talking.

344 "Kathleen Deppeler" (1701697280)
00:53:05.040 --> 00:53:17.730
So this is kind of like the Charlie Brown want 1 teacher if you find
yourself talking more than the person explaining things that they already
know you're probably, uh.

345 "Kathleen Deppeler" (1701697280)
00:53:17.730 --> 00:53:32.425
Using some, uh, lecture and logic and oh, I love that is a great Taylor
Swift quote. Yes. I'm the problem. It's me. That is that is like, the
perfect, uh, lyric for coercion in general. Hi.

346 "Kathleen Deppeler" (1701697280)
00:53:32.485 --> 00:53:33.925
No problem. It's me.

347 "Kathleen Deppeler" (1701697280)
00:53:35.280 --> 00:53:38.490
Okay, taking away, um.

348 "Kathleen Deppeler" (1701697280)
00:53:38.490 --> 00:53:45.420
You know, it's not just limited to, like, items that you might take away.
But, like, think of, um.

349 "Kathleen Deppeler" (1701697280)
00:53:45.420 --> 00:53:59.130

Time out, as an example of taking away, it's taking away the person's opportunity to get attention. So limiting access, removing things could be privileges belongings, things like that. Um.

350 "Kathleen Deppeler" (1701697280)
00:53:59.130 --> 00:54:02.580
In order to punish a person taking away.

351 "Kathleen Deppeler" (1701697280)
00:54:06.090 --> 00:54:17.700
We, we have a tool that I'm not going to get to today, but in the full tools and choice classes, a tool called set expectations and I think that's a really good way to help yourself avoid.

352 "Kathleen Deppeler" (1701697280)
00:54:17.700 --> 00:54:22.770
The temptation to take away, you know, if you have somebody who has has.

353 "Kathleen Deppeler" (1701697280)
00:54:24.540 --> 00:54:30.480
A new responsibility coming, you know, somebody is going to start driving the car.

354 "Kathleen Deppeler" (1701697280)
00:54:30.480 --> 00:54:34.710
Okay, you don't want to be me mom who takes the car away.

355 "Kathleen Deppeler" (1701697280)
00:54:34.710 --> 00:54:45.540
You can use that expectations to set up a scenario where the person either earns or doesn't earn. And so if they weren't successful in meeting the expectations, you're not taking it away. They just didn't learn.

356 "Kathleen Deppeler" (1701697280)
00:54:45.540 --> 00:54:49.950
They'll have the opportunity to try again so there are ways to get around that. Um.

357 "Kathleen Deppeler" (1701697280)
00:54:49.950 --> 00:54:58.980
And use, like, a tool, like, set expectations to avoid taking away and really putting the responsibility on the person.

358 "Kathleen Deppeler" (1701697280)
00:54:59.575 --> 00:55:10.165
And then here's my last example of coercion that I'm done talking about all of our bad behavior in front of ourselves talking about that behavior in front of the person. So, do you know what your kid did today?

359 "Kathleen Deppeler" (1701697280)
00:55:10.165 --> 00:55:25.045
That kind of thing this, I think happens a lot of shift change or like, that happens. A lot of like, school pick up, you know, the teacher wants

to tell you the thing that the kid did today, right? In front of them. It's really focused on that person's undesirable behavior.

360 "Kathleen Deppeler" (1701697280)
00:55:25.045 --> 00:55:26.875
Obviously that's what's being talked about.

361 "Kathleen Deppeler" (1701697280)
00:55:30.030 --> 00:55:34.170
And, you know, it's not a great way to, uh.

362 "Kathleen Deppeler" (1701697280)
00:55:35.155 --> 00:55:48.535
Set the set, the next person up for success either. Now now, the bad situation that happened before just got talked about the next ship person also knows what's going on um, definitely unhelpful to your relationship.

363 "Kathleen Deppeler" (1701697280)
00:55:48.835 --> 00:55:53.155
And, you know, I think for this 1, in particular, when it comes to.

364 "Kathleen Deppeler" (1701697280)
00:55:55.110 --> 00:55:58.320
That it's embarrassing for the person.

365 "Kathleen Deppeler" (1701697280)
00:55:58.320 --> 00:56:01.470
That's being talked about I think that's important too.

366 "Kathleen Deppeler" (1701697280)
00:56:02.545 --> 00:56:09.895
Specifically on this 1, I think the other ones are also embarrassing can be embarrassing, but this 1 specifically is certainly, um, you know,

367 "Kathleen Deppeler" (1701697280)
00:56:09.895 --> 00:56:17.724
do you know what your kid today did today is a setup for that person should be disappointed in themselves and I'm going to remind them about it again.

368 "Kathleen Deppeler" (1701697280)
00:56:19.980 --> 00:56:31.380
Okay, those are all of my examples and now I'm going to, let's talk about what happens after people experience coercion. We say it ages you. So.

369 "Kathleen Deppeler" (1701697280)
00:56:31.380 --> 00:56:38.580
Blue experience, coercion this goes for ourselves too when we experienced people, everybody.

370 "Kathleen Deppeler" (1701697280)
00:56:38.580 --> 00:56:44.700
When you experience conversion avoid that means if I, every time I talk to.

371 "Kathleen Deppeler" (1701697280)
00:56:45.265 --> 00:56:56.635
Sarah, you know, it's coercive and I just she's going to talk about how I
did lots of good things, but she's just gonna talk about the bad stuff
that I did and I just, I just can't deal with it.

372 "Kathleen Deppeler" (1701697280)
00:56:56.635 --> 00:57:02.395
I'm not gonna go over there and it's a thing that happens in the future,
avoid people avoid.

373 "Kathleen Deppeler" (1701697280)
00:57:03.030 --> 00:57:09.840
Uh, people who are coercive to them, they avoid that situation entirely,
you know, getting even.

374 "Kathleen Deppeler" (1701697280)
00:57:09.840 --> 00:57:17.460
That looks like coercion meets so, um, you know.

375 "Kathleen Deppeler" (1701697280)
00:57:18.900 --> 00:57:30.775
Somebody starts talking about bad behavior and then I start arguing that
that isn't really what happened and things escalate from there. So
getting even doesn't mean the exact same conversion meets the exact same
coercion.

376 "Kathleen Deppeler" (1701697280)
00:57:30.775 --> 00:57:33.985
It just means coercion meets coercion and oftentimes.

377 "Kathleen Deppeler" (1701697280)
00:57:34.230 --> 00:57:37.650
It's ramping up more and more as that.

378 "Kathleen Deppeler" (1701697280)
00:57:37.650 --> 00:57:41.070
Back and forth get even response continues.

379 "Kathleen Deppeler" (1701697280)
00:57:43.650 --> 00:57:55.795
And then escape this, this situation has become so coercive I just have
to get out of here, gotta escape the situation entirely. And so that's
the thing that happens in this moment.

380 "Kathleen Deppeler" (1701697280)
00:57:55.795 --> 00:58:03.445
And again, that's the difference between a void and escape avoid is
something that happens in the future escape is happening right here in
this moment.

381 "Kathleen Deppeler" (1701697280)
00:58:05.880 --> 00:58:20.245

And then there's these last 3 here, so learn coercive behavior, all the examples of coercion that we gave our responses to undesirable behavior, and they are themselves undesirable as well. So, again, if we're using coercion, we're modeling the things that we don't want to see.

382 "Kathleen Deppeler" (1701697280)
00:58:21.030 --> 00:58:34.260
We're also providing attention for undesirable behavior because we're using coercion not when people are engaging in desirable behavior. We're using it after people engage in undesirable behavior. It's our response. And so.

383 "Kathleen Deppeler" (1701697280)
00:58:34.260 --> 00:58:39.150
It's a very common responses that is providing attention to that undesirable behavior.

384 "Kathleen Deppeler" (1701697280)
00:58:39.150 --> 00:58:52.140
And people behave less confidently. The example I'd love to provide for this is about that. There's a Seinfeld episode, the Super famous.

385 "Kathleen Deppeler" (1701697280)
00:58:52.140 --> 00:58:55.140
The soup Nazi episode and.

386 "Kathleen Deppeler" (1701697280)
00:58:55.140 --> 00:58:59.100
So, there's this soup restaurant in New York City that Seinfeld is like.

387 "Kathleen Deppeler" (1701697280)
00:58:59.100 --> 00:59:08.520
Famous comedian who can stand up in front of 20,000 people I don't know. Huge crowds of people. That's that's a confident person, you know, and so.

388 "Kathleen Deppeler" (1701697280)
00:59:08.520 --> 00:59:14.970
Seinfeld, this confident person loves the soup from this restaurant, but the, the.

389 "Kathleen Deppeler" (1701697280)
00:59:14.970 --> 00:59:28.645
A restaurant owner is so coercive, and, you know, if you step out of line, he will ban you forever from his restaurant and Seinfeld doesn't want that. And so you just see him in this restaurant. You know, his nose is down to the ground.

390 "Kathleen Deppeler" (1701697280)
00:59:28.645 --> 00:59:43.015
He's looking down, he's holding his tray. He just doesn't want to do anything to offend this restaurant owner, because he doesn't want to be kicked out because that restaurant or so coercive. So, people behave less confidently and confident. People make better decisions.

391 "Kathleen Deppeler" (1701697280)
00:59:43.015 --> 00:59:44.845
So, if somebody's down in the dumps and.

392 "Kathleen Deppeler" (1701697280)
00:59:44.970 --> 00:59:49.530
Not feeling good and not feeling confident. They are less likely to make
that a good decision. So.

393 "Kathleen Deppeler" (1701697280)
00:59:49.530 --> 01:00:03.630
There are the reasons that these are the reasons that we want you to
avoid coercion, because these effects are not going to help people engage
in desirable behavior. They're not going to be quality of life improvers
for people.

394 "Kathleen Deppeler" (1701697280)
01:00:05.130 --> 01:00:12.030
So, let's think about, when we're doing it, remember past behavior is the
best predictors of future behavior. So we can make a plan.

395 "Kathleen Deppeler" (1701697280)
01:00:12.030 --> 01:00:25.560
When are we doing it? What's what is? What's our form of coercion? I have
a despair problem. Well, I can say under my breath and, um, that is my.

396 "Kathleen Deppeler" (1701697280)
01:00:25.560 --> 01:00:31.470
That is my personal form of coercion that I am guilty of often and I can
make a plan.

397 "Kathleen Deppeler" (1701697280)
01:00:31.470 --> 01:00:35.730
I can make a plan for that. I know that um.

398 "Kathleen Deppeler" (1701697280)
01:00:35.730 --> 01:00:41.640
You know, when I'm tired, and it's towards the end of the day that.

399 "Kathleen Deppeler" (1701697280)
01:00:41.640 --> 01:00:52.140
I'm more likely to him and hop out, you know, things not. Um, but a bunch
of undesirable behavior happening around me. Um.

400 "Kathleen Deppeler" (1701697280)
01:00:52.140 --> 01:00:55.890
You know, when you're hungry, angry, lonely, tired, um.

401 "Kathleen Deppeler" (1701697280)
01:00:55.890 --> 01:01:02.610
Frustrated you've encountered your pet peeves, someone's being coercive
to you. These are all.

402 "Kathleen Deppeler" (1701697280)
01:01:02.610 --> 01:01:11.280
Common settings for when we respond with coercion. So we can make a plan
about the ones that, um.

403 "Kathleen Deppeler" (1701697280)
01:01:11.280 --> 01:01:19.050
The ones that we identify in ourselves and help ourselves avoid providing
those sorts of responses.

404 "Kathleen Deppeler" (1701697280)
01:01:21.570 --> 01:01:32.430
And your big motivator for doing that is coercion works and that's why we
use that.

405 "Kathleen Deppeler" (1701697280)
01:01:32.430 --> 01:01:36.270
But it only provides a short term.

406 "Kathleen Deppeler" (1701697280)
01:01:38.010 --> 01:01:44.790
Compliance it only works in that moment and that's why it's still
reinforcing to us because in that moment it worked. And so, like, who
from past it.

407 "Kathleen Deppeler" (1701697280)
01:01:44.790 --> 01:01:52.770
And in the long run, it causes more problems it's not making the behavior
less likely to occur in the future.

408 "Kathleen Deppeler" (1701697280)
01:01:53.605 --> 01:02:08.005
I'm going to have to deal with that again. It's creating just short term
compliance, but long term problems and so it really is a matter of
beginning to identify when. Are you coercive? What? Coercion are you
using?

409 "Kathleen Deppeler" (1701697280)
01:02:08.185 --> 01:02:14.185
Start starting to look at what's happening in the environment and
figuring out a way to avoid providing that coercion in the future.

410 "Kathleen Deppeler" (1701697280)
01:02:18.420 --> 01:02:33.000
So, if I'm not going to be coercive, I'm not going to do 1 of those 10
things that are probably really what we're all doing. We have a lot of
experience in those coercive responses. So, what are we going to do
instead? We're gonna make a plan.

411 "Kathleen Deppeler" (1701697280)
01:02:33.355 --> 01:02:48.265
We're gonna think about what triggered the undesirable behavior of that
other person. We're going to think about what triggered our own
undesirable behavior that it was our coercion. Um, we're gonna figure out

what the person's doing. What what, what are they getting out of this undesirable behavior?

412 "Kathleen Deppeler" (1701697280)
01:02:48.600 --> 01:02:52.140
And I'm also going to start thinking about.

413 "Kathleen Deppeler" (1701697280)
01:02:52.140 --> 01:02:55.530
Sometimes when a.

414 "Kathleen Deppeler" (1701697280)
01:02:55.530 --> 01:03:00.690
In a similar situation, the person engages in desirable behavior.

415 "Kathleen Deppeler" (1701697280)
01:03:00.690 --> 01:03:08.850
What is that desirable behavior? And what's the consequence of that? What happens after they do that? Is it getting a big pay off?

416 "Kathleen Deppeler" (1701697280)
01:03:08.850 --> 01:03:20.070
Or do I need to beef up my pay off for that desirable behavior that sometimes happens are the things I can do in the environment that encourage that desirable behavior to happen more often.

417 "Kathleen Deppeler" (1701697280)
01:03:20.070 --> 01:03:23.190
And then I also want to think about it.

418 "Kathleen Deppeler" (1701697280)
01:03:23.190 --> 01:03:27.900
What does the person need to do? What's the replacement here? Um.

419 "Kathleen Deppeler" (1701697280)
01:03:27.900 --> 01:03:37.860
Again, a lot of that junk behavior is the person, you know, is the age typical behavior at 1 point and we didn't learn a skill to, um.

420 "Kathleen Deppeler" (1701697280)
01:03:38.880 --> 01:03:47.100
To replace it with. So what is the person need to learn to do? And then what can I do in the environment to make it so that.

421 "Kathleen Deppeler" (1701697280)
01:03:47.100 --> 01:03:57.390
That desire will behavior happens more often. Are there cues I can put up in the environment? Are there more people I can train to be modeling these desirable? Uh.

422 "Kathleen Deppeler" (1701697280)
01:03:57.390 --> 01:04:06.780
Behaviors, um, what can we do to increase the likelihood that desirable behaviors going to happen in that environment?

423 "Kathleen Deppeler" (1701697280)
01:04:10.350 --> 01:04:16.290
And the big thing that you can do is build a relationship.

424 "Kathleen Deppeler" (1701697280)
01:04:16.290 --> 01:04:20.130
And we have the tool for that called stay close school, random routine.

425 "Kathleen Deppeler" (1701697280)
01:04:20.130 --> 01:04:24.390
And we're going to shift to talking about that right now. Um.

426 "Kathleen Deppeler" (1701697280)
01:04:24.390 --> 01:04:31.350
And I'm going to take like, a 2 minute break. If that's possible before
we shift into talking about.

427 "Kathleen Deppeler" (1701697280)
01:04:31.350 --> 01:04:37.500
The stay close to build a relationship tool. So I'm going to come back
at, like, 206.

428 "Kathleen Deppeler" (1701697280)
01:05:22.530 --> 01:05:32.340
To help themselves to. Okay, so we're going to build a relationship and
we have a tool for that. So great stay close. Cool random routine.

429 "Kathleen Deppeler" (1701697280)
01:05:32.365 --> 01:05:46.555
And here's the steps on the screen for you, I'm going to go over some of
the more difficult steps in depth but basically, you're going to move
towards the person. It's pretty difficult to have a meaningful
conversation from across the room. That's a great demonstration of
caring.

430 "Kathleen Deppeler" (1701697280)
01:05:46.555 --> 01:05:50.425
And interest to walk towards the person and remain within arm's reach.

431 "Kathleen Deppeler" (1701697280)
01:05:50.670 --> 01:05:58.770
Touch it for appropriate there's some examples there, you know, just some
generally acceptable.

432 "Kathleen Deppeler" (1701697280)
01:05:58.770 --> 01:06:04.230
Um, touch, uh, high fives, et cetera.

433 "Kathleen Deppeler" (1701697280)
01:06:04.230 --> 01:06:09.480
And I'm going to lump 3 and 4 together. So I'm going to be mindful in my
body language tone of voice.

434 "Kathleen Deppeler" (1701697280)
01:06:09.480 --> 01:06:15.000
That nonverbal communication somebody mentioned earlier. Um.

435 "Kathleen Deppeler" (1701697280)
01:06:15.000 --> 01:06:23.580
I'm going to be mindful of all of that in reality that seeing so much more than the actual words that are coming out of my mouth. If I.

436 "Kathleen Deppeler" (1701697280)
01:06:23.580 --> 01:06:26.790
Presented this curriculum and just.

437 "Kathleen Deppeler" (1701697280)
01:06:26.790 --> 01:06:33.870
Went through and said carrying facial expressions and tone of voice, relaxed body language ask open ended questions.

438 "Kathleen Deppeler" (1701697280)
01:06:33.870 --> 01:06:47.850
Sure, I mean, technically I've conveyed the same information, but you have you do not understand how much I care. How important uh, these are I provided no emphasis on.

439 "Kathleen Deppeler" (1701697280)
01:06:47.850 --> 01:06:54.780
On anything so you are getting more out of this, um.

440 "Kathleen Deppeler" (1701697280)
01:06:54.780 --> 01:07:07.980
More out of the words that I'm saying, because of the way that I'm saying that, because of my facial expression and tone of voice and so it's really important that you consider all of those in your communication. So that you're really saying the thing that you that you think you are.

441 "Kathleen Deppeler" (1701697280)
01:07:08.875 --> 01:07:22.555
Ask open ended questions so things that are going to keep the conversation going that's the intention with those open ended questions so that you learn more in that it encourages the person to keep talking.

442 "Kathleen Deppeler" (1701697280)
01:07:22.555 --> 01:07:28.525
So a question that gets more than blue for yes, no.

443 "Kathleen Deppeler" (1701697280)
01:07:28.890 --> 01:07:35.940
Maybe, it's you information along the lines not just 1 or 2 words.

444 "Kathleen Deppeler" (1701697280)
01:07:35.940 --> 01:07:49.260
You can always follow up a closed ended question with tell me more. So I think it happens often that you ask a question and you just get that 1 answer that 1 word answer because it was really closed ended. Um.

445 "Kathleen Deppeler" (1701697280)
01:07:49.260 --> 01:07:55.320
So tack on with a tell me more and you can help keep that conversation
going.

446 "Kathleen Deppeler" (1701697280)
01:07:55.320 --> 01:08:08.040
Number 7, and 8, we're going to do a little bit of extra practice on so
use empathy statements. So identify how a person feels identify that
emotion that you see and tell them.

447 "Kathleen Deppeler" (1701697280)
01:08:08.040 --> 01:08:16.110
You seem stoked about that over the moon. Oh, your tickle pink. I can
tell your faces split up. Um.

448 "Kathleen Deppeler" (1701697280)
01:08:16.855 --> 01:08:29.335
Identify how the situation is affecting them, or what you see that.
They're feeling and tell them name. It save. That tells the person that
you understand them. You have a connection.

449 "Kathleen Deppeler" (1701697280)
01:08:29.575 --> 01:08:41.965
Um, it's really great for your relationship and then use encouragement.
So tell the person. You know, what desirable behavior they're currently
doing and what it means for them in the future, you know um.

450 "Kathleen Deppeler" (1701697280)
01:08:42.775 --> 01:08:56.935
Well, you're so focused on studying when you walk into that test, you're
going to be ready. You're going to be confident. Right? That's what it
means to spend that time studying. It means that Comcast time you're
going to be confident, you're going to be ready, you know, that material,
right?

451 "Kathleen Deppeler" (1701697280)
01:08:56.965 --> 01:09:11.875
That's the encouragement. So, what are they doing right now? What does it
mean for them? In the future? There's no suggestion there. You know, if
my kid was off task and not studying, I would not say that, because then
it would just be criticism or a threat that they won't know it.

452 "Kathleen Deppeler" (1701697280)
01:09:12.300 --> 01:09:20.070
Encouragement is the thing they're doing right now is not a suggestion of
something they could do. It's the thing they're doing right now what it
means for them in the future.

453 "Kathleen Deppeler" (1701697280)
01:09:20.455 --> 01:09:35.005
And then you're going to listen, you're going to listen listen listen
listen listen to what the person is saying. So, you ask an open ended

question, they give you some information, you can respond with empathy, you know, really listening to them is going to help you move through these steps.

454 "Kathleen Deppeler" (1701697280)
01:09:35.395 --> 01:09:35.905
Um.

455 "Kathleen Deppeler" (1701697280)
01:09:36.240 --> 01:09:45.300
Expand your conversation and then I'm going to lump similar to lumping numbers 3 and 4 together. I'm going to lump number 10 and 11 together because.

456 "Kathleen Deppeler" (1701697280)
01:09:47.220 --> 01:09:50.790
You're going to avoid reacting to junk behavior and.

457 "Kathleen Deppeler" (1701697280)
01:09:50.790 --> 01:09:57.450
That basically means you're going to avoid coercion because how are we currently responding to junk behavior was some kind of conversion.

458 "Kathleen Deppeler" (1701697280)
01:09:57.450 --> 01:10:04.200
So, this is really go hand in hand for not going to react to the junk behavior and we're going to avoid using those examples of coercion that we gave earlier.

459 "Kathleen Deppeler" (1701697280)
01:10:07.380 --> 01:10:18.000
So, let's talk about empathy, we'll talk a little bit deeper about empathy and encouragement and then we can ask you to go back to your chat box and we're going to come up with some examples. Um.

460 "Kathleen Deppeler" (1701697280)
01:10:18.000 --> 01:10:29.040
And do a little bit of practice so empathy is taking the perspective of others and telling that person. So you're going to communicate to them that you see how they're feeling. So, identify the emotion.

461 "Kathleen Deppeler" (1701697280)
01:10:31.225 --> 01:10:40.405
And tell them what you see, and, you know, I think it's important to note that empathy is different than sympathy. Do not have to agree with the way a person is feeling.

462 "Kathleen Deppeler" (1701697280)
01:10:40.405 --> 01:10:53.065
And I think example, I like to give about this 1, that idea is, you know, your teenager comes home and is so excited because their honey is coming over and Daddy's coming over after school and we're going to go to my room.

463 "Kathleen Deppeler" (1701697280)
01:10:53.065 --> 01:10:58.945
That's going to be just like, so great and I'm so excited and, you know,
the parents heart starts to race and you're like, they're not going.

464 "Kathleen Deppeler" (1701697280)
01:10:59.040 --> 01:11:01.530
Their room, I don't know if you're saying that.

465 "Kathleen Deppeler" (1701697280)
01:11:01.530 --> 01:11:14.935
And in that moment, if that's the moment that you take to set
expectations, you will blown up that happy exchange you could have
empathy instead allows you to say something to the teenager.

466 "Kathleen Deppeler" (1701697280)
01:11:14.935 --> 01:11:24.475
Like, I can tell you are pretty pumped, you know, you've been waiting a
long time for this, or, you know, you just respond to that emotion that
they're feeling. And then before.

467 "Kathleen Deppeler" (1701697280)
01:11:24.720 --> 01:11:36.690
The honey comes over, we're going to set expectations about what that
that, uh, visit looks like and appropriate places to hang out in the
house together. Um, and in the moment I'm going to avoid, uh.

468 "Kathleen Deppeler" (1701697280)
01:11:36.690 --> 01:11:51.390
Being coercive and lecturing them about those things I'm going to take
the opportunity before they come over. So, empathy does not mean you
agree with the emotion or the, the reason behind the emotion. It just
means you see how the person is feeling.

469 "Kathleen Deppeler" (1701697280)
01:11:51.390 --> 01:11:58.620
And that you understand that and encouragement again is.

470 "Kathleen Deppeler" (1701697280)
01:11:59.640 --> 01:12:09.120
Identifying a desirable behavior, something you want to continue
happening and telling the person what it means for them in the future, or
that they've done it before and they can do it again. Um.

471 "Kathleen Deppeler" (1701697280)
01:12:10.170 --> 01:12:22.705
So, man, you keep setting like that. It's gonna be like the math test and
remember you walked in there so confident you're going to walk in there
confident. Again. You got this studying down you've got this. Okay go
find go to your chat box.

472 "Kathleen Deppeler" (1701697280)
01:12:22.765 --> 01:12:25.825
I want to hear an empathy statement.

473 "Kathleen Deppeler" (1701697280)
01:12:26.130 --> 01:12:32.700
And an encouraging statement for awesome Alex Alex just got his GD results and he is walking down the hall.

474 "Kathleen Deppeler" (1701697280)
01:12:32.700 --> 01:12:36.000
Hey, look what I got, I did it. I did it.

475 "Kathleen Deppeler" (1701697280)
01:12:36.000 --> 01:12:39.000
You know that he studied for hours.

476 "Kathleen Deppeler" (1701697280)
01:12:39.000 --> 01:12:43.080
He just passes, he's walking down the hall with his score.

477 "Kathleen Deppeler" (1701697280)
01:12:43.080 --> 01:12:47.760
What's an empathy statement and an encouraging statement you can give us of Alex.

478 "Kathleen Deppeler" (1701697280)
01:12:56.730 --> 01:12:59.760
An encouraging statement for awesome Alex.

479 "Kathleen Deppeler" (1701697280)
01:13:18.000 --> 01:13:23.580
I could see you are excited all that studying, paid off.

480 "Kathleen Deppeler" (1701697280)
01:13:23.580 --> 01:13:31.290
Yes, Alice, I know you worked hard to prepare for this.

481 "Kathleen Deppeler" (1701697280)
01:13:32.310 --> 01:13:35.400
I think you can do just about anything you put your mind to them.

482 "Kathleen Deppeler" (1701697280)
01:13:37.590 --> 01:13:51.235
What does it mean for him? In the future? Wow, Alex, I can see you're really proud of yourself and your achievement showing your commitment to capacity of that. Gd means you can be successful in your upcoming job, or job or college experience. Great job. Yes.

483 "Kathleen Deppeler" (1701697280)
01:13:51.415 --> 01:13:55.465
You know, I want to point out that something Molly said, I think is really important and she said.

484 "Kathleen Deppeler" (1701697280)
01:13:55.710 --> 01:14:01.020

I can see, you're really proud of yourself. A lot of times we want to say
I'm proud of you or something like that.

485 "Kathleen Deppeler" (1701697280)
01:14:01.020 --> 01:14:11.280
I think pointing out to a person that they are part of themselves is
really impactful. And that is that is empathy. Empathy is how that other
person feels. So, I'm, I really like how you phrase that volume.

486 "Kathleen Deppeler" (1701697280)
01:14:12.265 --> 01:14:26.335
Hey, Alex, you worked hard. I bet you can get that job you wanted that
good job you wanted? Yep. What does it mean? He passed this GD that does
mean he can get a job or be ready for that college experience. I love it.
Okay, great job guys. Let's do 1 more. Then. We're going to talk about
our next skill. Let's pivot.

487 "Kathleen Deppeler" (1701697280)
01:14:26.365 --> 01:14:40.495
So okay. Just. Okay, Justin he moves some papers. So that somebody could
sit down in the break room and he smiles and says hi to you. And other
people when they walk in, so what.

488 "Kathleen Deppeler" (1701697280)
01:14:41.280 --> 01:14:45.120
Be an encouraging statement can you give for just okay, Justin.

489 "Kathleen Deppeler" (1701697280)
01:14:46.890 --> 01:14:50.370
Nothing earth shattering he did here just being friendly.

490 "Kathleen Deppeler" (1701697280)
01:14:50.370 --> 01:14:53.760
What's some empathy and encouragement we can provide?

491 "Kathleen Deppeler" (1701697280)
01:15:14.460 --> 01:15:18.840
That was nice of you to move papers to make room for so and so yeah.

492 "Kathleen Deppeler" (1701697280)
01:15:18.840 --> 01:15:24.060
Play a nice of you to be attentive and helpful who I like that. Yeah.

493 "Kathleen Deppeler" (1701697280)
01:15:25.530 --> 01:15:32.070
I noticed how considerate you were when you move those papers. Great
great. Naming that behavior. Um.

494 "Kathleen Deppeler" (1701697280)
01:15:32.070 --> 01:15:45.060
It's always good to see your smile just wanted to point out your act of
kindness reaching out to your coworkers. Your inclusive behavior can be
contagious to others, love it. That's what it means in the future, right?
Like, he's setting that example for other people. Great.

495 "Kathleen Deppeler" (1701697280)
01:15:45.060 --> 01:15:53.490
Right. Okay let's shift to pivot. This is our tough skill. This is that what do we do.

496 "Kathleen Deppeler" (1701697280)
01:15:53.490 --> 01:15:56.850
With junk behavior, what are we doing that junk is happening?

497 "Kathleen Deppeler" (1701697280)
01:15:56.850 --> 01:15:59.910
We're going to pivot around it, we're going to avoid.

498 "Kathleen Deppeler" (1701697280)
01:16:00.415 --> 01:16:15.295
The attention that it's typically getting so, again, let's think about why people do it attention, getting you to comfort them or react coercion, meets coercion what they want to see you hurt or angry.

499 "Kathleen Deppeler" (1701697280)
01:16:15.655 --> 01:16:16.465
Um.

500 "Kathleen Deppeler" (1701697280)
01:16:17.035 --> 01:16:27.145
To get you to give in, get you to go away and escape. I love 1 of the videos that we use shows. 2 people sitting on a couch, and 1 of them is picking their nose.

501 "Kathleen Deppeler" (1701697280)
01:16:27.805 --> 01:16:34.465
The other person has the remote control and is like, what are you doing and Super grossed out and then they end up, um.

502 "Kathleen Deppeler" (1701697280)
01:16:34.830 --> 01:16:46.860
Like, giving the remote to the nose picker and walking away like, well, that just worked out super well for the notetaker. Uh, they got you to leave them alone after you're Super rude and they got the remote back. Um.

503 "Kathleen Deppeler" (1701697280)
01:16:46.860 --> 01:16:53.010
Getting you to do something for them, it's what people do a delay tactic. Um, okay so.

504 "Kathleen Deppeler" (1701697280)
01:16:53.010 --> 01:16:58.350
Junk behavior is a pay off for the person. There's something they're getting out of it. That's important to remember.

505 "Kathleen Deppeler" (1701697280)
01:16:59.275 --> 01:17:13.675

We also need to remember that the majority of serious behavior stems from junk behavior getting reacted to an escalating that coercion meets coercion right and escalates the situation. So it makes sense.

506 "Kathleen Deppeler" (1701697280)
01:17:13.705 --> 01:17:23.935
And it's our hope that if we can avoid reacting to that junk behavior, we can help the environment, stay calm and avoid getting creating 1 of those situations where serious behavior occurs.

507 "Kathleen Deppeler" (1701697280)
01:17:24.180 --> 01:17:27.600
Where things get worse for people.

508 "Kathleen Deppeler" (1701697280)
01:17:27.600 --> 01:17:36.060
So, how do you pivot 1st, we're going to really be mindful of our body language, our facial expression, or tone of voice you know, there's a lot of, um.

509 "Kathleen Deppeler" (1701697280)
01:17:36.060 --> 01:17:49.465
There's a lot of coercive non verbal responses, so we're going to be mindful of our body language and then we're gonna really shift our focus to 1 of 3 things. 1, another person if possible.

510 "Kathleen Deppeler" (1701697280)
01:17:49.465 --> 01:17:59.485
So, if you walk into the room and you have 1 person on task and 1 person off task, oftentimes, somebody's going to go off to that off task 1st, and be, like, come on.

511 "Kathleen Deppeler" (1701697280)
01:17:59.485 --> 01:18:05.875
What do you need to do blah, blah and they're going to focus on that person when, in fact, it's gonna ask you to focus on that on task person.

512 "Kathleen Deppeler" (1701697280)
01:18:06.060 --> 01:18:08.370
Go up to the person.

513 "Kathleen Deppeler" (1701697280)
01:18:08.370 --> 01:18:11.880
Keep your eye out for the off task person.

514 "Kathleen Deppeler" (1701697280)
01:18:11.880 --> 01:18:20.100
You know, picking up their pin or, you know, going back to look at the computer and, you know, some sign that they're getting back on tasks.

515 "Kathleen Deppeler" (1701697280)
01:18:20.100 --> 01:18:27.270
So, focus on the person who's on task until you see some sign that the person is.

516 "Kathleen Deppeler" (1701697280)
01:18:28.375 --> 01:18:36.265
Stop their undesirable behavior started some desirable behavior, then you
can move to number 3 and pivot back to the person bring them into the
conversation.

517 "Kathleen Deppeler" (1701697280)
01:18:36.805 --> 01:18:50.065
Another option would be so you're in an environment and somebody's
engaging in some drug behavior and you continue to attend to your own
activity, your activity. It's not used adjusting that. They do some other
thing.

518 "Kathleen Deppeler" (1701697280)
01:18:50.125 --> 01:18:57.025
That's a redirection but you direct yourself to your own activity. So
that you can avoid.

519 "Kathleen Deppeler" (1701697280)
01:18:57.270 --> 01:19:00.240
Reacting to the undesirable behavior, so.

520 "Kathleen Deppeler" (1701697280)
01:19:00.240 --> 01:19:04.320
You know, focusing on.

521 "Kathleen Deppeler" (1701697280)
01:19:04.320 --> 01:19:17.400
Focusing in our class, I'm always like, dusting the tabletop waiting and
looking in my, the corner of my eye for some desirable behavior. So
focused on your own activity.

522 "Kathleen Deppeler" (1701697280)
01:19:17.400 --> 01:19:25.140
Until you see the person engage in some desirable behavior, or stop the
junk behavior, then you can shift to number 3.

523 "Kathleen Deppeler" (1701697280)
01:19:25.140 --> 01:19:29.190
And interact, and provide some attention for that person.

524 "Kathleen Deppeler" (1701697280)
01:19:29.455 --> 01:19:38.185
The last option, junk behaviors occurring, and you can just continue to
talk to the person. You know, I think the knows picker is a good example
of that.

525 "Kathleen Deppeler" (1701697280)
01:19:38.185 --> 01:19:49.585
And then when the finger comes out of the nose, then I'm really going to
be, but my interaction but until then I'm just gonna keep talking to them
as though they weren't picking their nose swearing is another 1 where
that's useful.

526 "Kathleen Deppeler" (1701697280)
01:19:49.920 --> 01:19:59.550
I'm just going to continue interacting when the swearing stops, then I'm
going to provide additional engagement and be much more engaged in the
conversation.

527 "Kathleen Deppeler" (1701697280)
01:20:01.680 --> 01:20:15.835
So, I'm going to avoid reacting. I'm going to focus on something else. I
give you 3 options to focus. So I'm going to focus on another person. I'm
going to focus on my own activity, or I'm going to focus on desirable
behavior that this person is engaged in and avoid reacting to that junk.

528 "Kathleen Deppeler" (1701697280)
01:20:16.645 --> 01:20:27.295
When desirable behavior happens. I'm going to pivot back. I'm going to
really start engaging with them and I'm going to repeat I'm going to
repeat, repeat repeat because people haven't been engaging in these drunk
behaviors a long time.

529 "Kathleen Deppeler" (1701697280)
01:20:28.255 --> 01:20:42.595
And so it's unlikely that 1 pivot is going to bring us back to all the
desirable behavior and everything's gravy going to have to pivot multiple
times. Pivot. Maybe use multiple different types of pivot during the same
interaction.

530 "Kathleen Deppeler" (1701697280)
01:20:42.990 --> 01:20:47.370
It's all on the table there, so why not just ignore it.

531 "Kathleen Deppeler" (1701697280)
01:20:47.815 --> 01:21:01.105
Why pivot why not just ignore it? It can be coercive people might want
you to ignore them. That's kind of along the despair line, you know, it
can be reinforcing. That's what they were going for. It could also cause
the behavior burst.

532 "Kathleen Deppeler" (1701697280)
01:21:01.135 --> 01:21:14.005
Oh, you don't see this drunk behavior. You don't see this. Let me show
you and things get more out of control. So definitely some dangers to
ignoring an advantage is to pivot on weekends that undesirable behavior.

533 "Kathleen Deppeler" (1701697280)
01:21:14.005 --> 01:21:17.305
It makes the undesirable behavior less likely to happen last time.
Because.

534 "Kathleen Deppeler" (1701697280)
01:21:17.370 --> 01:21:27.870

We avoided providing that attention. We've avoided providing that
consequence. It could also prevent a behavior burst because it is an
active tool. There is engagement. It's not ignoring.

535 "Kathleen Deppeler" (1701697280)
01:21:27.870 --> 01:21:31.560
It's avoiding reacting, focusing undesirable.

536 "Kathleen Deppeler" (1701697280)
01:21:31.560 --> 01:21:38.280
And it can prevent escalation to serious behavior because again, when
junk behavior meets conversion.

537 "Kathleen Deppeler" (1701697280)
01:21:38.280 --> 01:21:42.420
It ramps up and can escalate into serious behaviour.

538 "Kathleen Deppeler" (1701697280)
01:21:42.420 --> 01:21:49.020
So, let's practice this annoying Addie. I told you about her already. She
was picking her nose.

539 "Kathleen Deppeler" (1701697280)
01:21:49.020 --> 01:21:52.200
She's telling you about a cool package she said.

540 "Kathleen Deppeler" (1701697280)
01:21:52.200 --> 01:22:05.940
And you're in the middle of typing an email so I'm typing my email and
annoying Eddie's over here, picking her nose. What am I waiting for? Tell
me in the chat box what am I looking in the corner? My eye for? I'm just
like holding her right now.

541 "Kathleen Deppeler" (1701697280)
01:22:05.940 --> 01:22:10.620
But what's my pivot back? I'm pivoting on an activity. I'm typing.

542 "Kathleen Deppeler" (1701697280)
01:22:10.620 --> 01:22:13.950
And I'm providing her some has about her full package.

543 "Kathleen Deppeler" (1701697280)
01:22:13.950 --> 01:22:17.100
What am I looking for? What's my pivot back to her?

544 "Kathleen Deppeler" (1701697280)
01:22:21.120 --> 01:22:26.310
Her to stop picking her nose. Exactly exactly. When she stopped picking
her nose.

545 "Kathleen Deppeler" (1701697280)
01:22:26.310 --> 01:22:34.800
I see that out of the quarter of my eye. Oh, oh, my gosh. That's so cool.
And then I'm really going to beef up my engagement with her.

546 "Kathleen Deppeler" (1701697280)
01:22:34.800 --> 01:22:42.390
So, minimal engagement I'm typing and focusing on my my own behavior when
that knows when the finger comes out of her nose.

547 "Kathleen Deppeler" (1701697280)
01:22:42.390 --> 01:22:46.680
There I took it back. Okay. Good job guys. Let's do 1.

548 "Kathleen Deppeler" (1701697280)
01:22:46.680 --> 01:22:51.120
Let's do 2 more. I lied 2 more outburst. Ali.

549 "Kathleen Deppeler" (1701697280)
01:22:51.120 --> 01:22:54.210
I have 2 people here I have Oliver and Sally.

550 "Kathleen Deppeler" (1701697280)
01:22:54.210 --> 01:23:07.710
Sally is working on her project and she's on her favorites on. She's
chill. She's, she's focused on her work and Oliver is over here, like
stupid and I'm going to wrap it up. I'm just done.

551 "Kathleen Deppeler" (1701697280)
01:23:07.710 --> 01:23:11.310
I'm walking in the room. Who do I do? Do I engage.

552 "Kathleen Deppeler" (1701697280)
01:23:15.570 --> 01:23:20.580
Engaged Sally. Yeah, I want to learn about what Sally is working on.
Exactly. And tell me.

553 "Kathleen Deppeler" (1701697280)
01:23:20.580 --> 01:23:27.000
What am I looking for from Oliver? What am I looking for from Oliver?
When do I when do I go to him?

554 "Kathleen Deppeler" (1701697280)
01:23:31.200 --> 01:23:36.270
A shift in more positive behaviors. Yeah. So maybe it picks up his pencil
quietness. Yes.

555 "Kathleen Deppeler" (1701697280)
01:23:36.270 --> 01:23:39.870
It just stops the right thing. Yeah.

556 "Kathleen Deppeler" (1701697280)
01:23:39.870 --> 01:23:43.860
And then I pivot and bring all of her into the conversation. Okay.

557 "Kathleen Deppeler" (1701697280)
01:23:45.330 --> 01:23:49.530
Great job 1 more here.

558 "Kathleen Deppeler" (1701697280)
01:23:49.530 --> 01:23:56.220
Meltdown Malcolm, so it's time to go inside.

559 "Kathleen Deppeler" (1701697280)
01:23:56.220 --> 01:23:59.550
In I, I told Malcolm.

560 "Kathleen Deppeler" (1701697280)
01:23:59.550 --> 01:24:04.590
Um, and he was like, no, I'm not doing that.

561 "Kathleen Deppeler" (1701697280)
01:24:04.590 --> 01:24:10.200
Kind of forcefully as you can see on the screen. He's like bull crap and
there's lots going on outside.

562 "Kathleen Deppeler" (1701697280)
01:24:10.200 --> 01:24:14.850
There's a lot going on there's birds there's lots of stuff. I can that I
am.

563 "Kathleen Deppeler" (1701697280)
01:24:14.850 --> 01:24:18.390
Focused on what am I looking for from Malcolm.

564 "Kathleen Deppeler" (1701697280)
01:24:19.560 --> 01:24:27.840
Right now I'm focussed on my own activity. There's a lot of stuff going
on outside. I'm like, you know, what does that airplane up there? What
what's going on.

565 "Kathleen Deppeler" (1701697280)
01:24:27.840 --> 01:24:37.290
What am I looking for from Malcolm as my sign that I should turn back to
him? What am I looking for from him?

566 "Kathleen Deppeler" (1701697280)
01:24:46.530 --> 01:24:50.190
Calmness and quiet. Yeah. Yeah. And maybe.

567 "Kathleen Deppeler" (1701697280)
01:24:50.190 --> 01:24:55.650
You know, in a perfect world, maybe even takes a foot or 2 towards the
house. Um.

568 "Kathleen Deppeler" (1701697280)
01:24:55.650 --> 01:25:02.250
Lowering your voice back to normal step in the right direction of the
house. Exactly. So I'm looking for a shift in malcolm's behavior.

569 "Kathleen Deppeler" (1701697280)
01:25:02.250 --> 01:25:13.200

And while I'm waiting for that, I am focused on the many other things that I could be focused on outside my own activity. I'm not trying to draw him into the looking.

570 "Kathleen Deppeler" (1701697280)
01:25:13.200 --> 01:25:18.570
I am personally focused on that. I am focused on I wonder where that plane is headed.

571 "Kathleen Deppeler" (1701697280)
01:25:18.570 --> 01:25:26.460
You know, okay, great job guys. Pivot is a tough tough skill. Look forward to.

572 "Kathleen Deppeler" (1701697280)
01:25:26.460 --> 01:25:31.650
You guys practicing that and seeing what kind of impact and response you get.

573 "Kathleen Deppeler" (1701697280)
01:25:31.650 --> 01:25:42.270
Okay, so a few minutes ago we practice the stay close. Cool, random and routine. So that relationship building skill stateless hat.

574 "Kathleen Deppeler" (1701697280)
01:25:42.270 --> 01:25:46.560
Is the same skill set? It's just that we're going to use a different opportunity.

575 "Kathleen Deppeler" (1701697280)
01:25:48.505 --> 01:26:00.775
To engage in this skill, so in a cool random routine, what queued us to take that is something cool happened like the person something got better for the person they like Alex Alex,

576 "Kathleen Deppeler" (1701697280)
01:26:00.805 --> 01:26:13.555
we did a staple of school with because he just got he passes GED something great happened something cool for him happened. So what I use that as my queue, I'm going to do a stay close opportunity. Okay and then there's the routine.

577 "Kathleen Deppeler" (1701697280)
01:26:13.830 --> 01:26:18.930
And, you know, those cool and the routines you're already probably doing, you know, you're already talking to people at dinner.

578 "Kathleen Deppeler" (1701697280)
01:26:18.930 --> 01:26:30.060
To improve your relationship, you're already using your right home from work or, you know, your ride to school as your opportunity to build that relationship to ask questions use empathy encouragement.

579 "Kathleen Deppeler" (1701697280)

01:26:31.105 --> 01:26:45.265
And then there's the random and that's I'm just doing this. I'm going to get better. I'm a practice. I really want my relationship to be better and I'm just going to create a queue in my environment today is a 7 day. So it's 227. I'm going to stay close with someone at 237.

580 "Kathleen Deppeler" (1701697280)
01:26:45.265 --> 01:26:58.045
I'm going to find somebody else to do a stay close with that person. Didn't know that. Today is a 7 day and that's why I started talking to them. They just know that I care about them and I just came up and started talking huge impact from those randoms. So. huge impact from those randoms so

581 "Kathleen Deppeler" (1701697280)
01:26:58.500 --> 01:27:05.580
Ran to the person you're engaging with, not necessarily random to you and as you learn and develop this skill.

582 "Kathleen Deppeler" (1701697280)
01:27:05.580 --> 01:27:13.560
And then there's the hot so you're using cool, random and routine to build your relationship and to practice the skill.

583 "Kathleen Deppeler" (1701697280)
01:27:13.560 --> 01:27:21.630
And then when it comes to a stay close hot, when things are hot, when something bad has happened, when the person perceives that their life has gotten worse.

584 "Kathleen Deppeler" (1701697280)
01:27:21.630 --> 01:27:24.780
You've already practice these skills.

585 "Kathleen Deppeler" (1701697280)
01:27:24.780 --> 01:27:30.660
You already have a relationship with this person, because you've been using the valuable stay close skill.

586 "Kathleen Deppeler" (1701697280)
01:27:30.660 --> 01:27:33.690
And now you can use it in a stake holders hot, too.

587 "Kathleen Deppeler" (1701697280)
01:27:33.690 --> 01:27:42.360
So, again, we're not going to react to the junk behavior, and we're starting there here because the stay close hot things have gotten worse. So.

588 "Kathleen Deppeler" (1701697280)
01:27:42.360 --> 01:27:55.135
You know, it's likely that there's some junk behavior happening and we're going to start off right then with we're not going to react to junk behavior. We're going to stay calm. We're going to have the caring facial

expression and tone of voice and body language usually move towards the person.

589 "Kathleen Deppeler" (1701697280)
01:27:55.135 --> 01:27:58.855
And it says, usually, for a reason, you know, you need to think safety.

590 "Kathleen Deppeler" (1701697280)
01:28:00.655 --> 01:28:10.615
And again, the more you practice this than a normal time, the more typical it is, you know, Catherine just moves towards me. That's what we do when she, you know, that's where a demonstration of caring people are used to be doing that.

591 "Kathleen Deppeler" (1701697280)
01:28:11.455 --> 01:28:17.425
So usually move towards the person in the stateless hot and same with touch, you know, appropriate to the situation.

592 "Kathleen Deppeler" (1701697280)
01:28:19.705 --> 01:28:33.985
Ask open ended questions and I think it's really important again to reiterate the intention behind that step. It is to learn more information to keep the conversation going. If you have a person who is high and escalated and, you know, very openly telling you everything that's wrong.

593 "Kathleen Deppeler" (1701697280)
01:28:34.290 --> 01:28:47.520
I would avoid asking too many questions because the goal is not to fix it or problem solve and that's where a lot of questions can take you. So again, the intention behind asking open ended questions is to keep the conversation going.

594 "Kathleen Deppeler" (1701697280)
01:28:47.520 --> 01:29:02.125
It is not to fix it. You're going to listen it's really important that you hear what the person is telling you, and then use empathy. So you're going to respond with empathy. You're going to tell the person that you see how they're feeling.

595 "Kathleen Deppeler" (1701697280)
01:29:02.395 --> 01:29:16.645
It's really, really important to do that. A lot of times people are concerned during a hot time that naming that emotion that difficult emotion could make things worse, you know. Well, if I see they're furious, you know, I don't want things to get worse.

596 "Kathleen Deppeler" (1701697280)
01:29:16.645 --> 01:29:17.425
I don't I don't want to.

597 "Kathleen Deppeler" (1701697280)
01:29:17.520 --> 01:29:20.160
Point out to somebody that they're feeling like that is it.

598 "Kathleen Deppeler" (1701697280)
01:29:20.160 --> 01:29:24.960
You know, they'll show me when, in fact telling a person you see that
they're furious.

599 "Kathleen Deppeler" (1701697280)
01:29:24.960 --> 01:29:33.540
Yeah, Kathleen, I am furious. Thank you. You get me you understand me
they don't have to show me any other way. I just told them I see how
they're feeling.

600 "Kathleen Deppeler" (1701697280)
01:29:33.540 --> 01:29:40.410
So, it's a really a great way to make a connection and the Tele person
that you see and understand them. So, empathy.

601 "Kathleen Deppeler" (1701697280)
01:29:40.975 --> 01:29:50.665
And then encouragement and again, encouragement, it's really important to
remember that encouragement is about something the person is doing right
now and in the hot situation,

602 "Kathleen Deppeler" (1701697280)
01:29:50.905 --> 01:29:59.185
it can be hard to find something that the person's doing right now that
you want them to continue to do. Right? So, if you see them take.

603 "Kathleen Deppeler" (1701697280)
01:29:59.490 --> 01:30:03.660
Just a small part of a breath that's.

604 "Kathleen Deppeler" (1701697280)
01:30:03.660 --> 01:30:10.920
I saw you take that deep breath. That's, you know, you're already doing
that. That's a great way to to.

605 "Kathleen Deppeler" (1701697280)
01:30:10.920 --> 01:30:19.830
To stay calm to help yourself. Good. What about them? Just even talking
to you you know, this is a difficult situation you're already telling me
about. You're already talking about it.

606 "Kathleen Deppeler" (1701697280)
01:30:19.830 --> 01:30:24.060
I know you can get through this, you've been through this before. I know
you can do it again.

607 "Kathleen Deppeler" (1701697280)
01:30:24.060 --> 01:30:33.390
Um, so again, I didn't suggest anything a person I didn't suggest to the
person that they do anything different. I just found something they were
doing.

608 "Kathleen Deppeler" (1701697280)
01:30:33.390 --> 01:30:37.110
To encourage them about that, it would be helpful for them.

609 "Kathleen Deppeler" (1701697280)
01:30:38.730 --> 01:30:45.270
And I'm going to repeat, repeat, repeat repeat until the person who has shown signs of calming down.

610 "Kathleen Deppeler" (1701697280)
01:30:45.270 --> 01:30:51.600
And when, um, when they start to de escalate, and are starting to feel better than.

611 "Kathleen Deppeler" (1701697280)
01:30:51.600 --> 01:30:57.600
I can, you know, direct to an alternative behavior, you know, if they've been working on a coping skill, they're.

612 "Kathleen Deppeler" (1701697280)
01:31:00.150 --> 01:31:04.680
You know, and I can say it seems like you're starting to feel better. I know. Sometimes it helps you when we do the.

613 "Kathleen Deppeler" (1701697280)
01:31:04.680 --> 01:31:10.020
The hand breathing do you want to do that with me now? Or, you know.

614 "Kathleen Deppeler" (1701697280)
01:31:10.020 --> 01:31:13.770
This has been really stressful in here. I know. I know. Sometimes it helps.

615 "Kathleen Deppeler" (1701697280)
01:31:14.725 --> 01:31:28.315
When we take a walk is that something you might want to do? Should we, can we take a walk now? So, after the person is shown signs of de escalating, then you can suggest an alternative behavior to help them get out of the moment.

616 "Kathleen Deppeler" (1701697280)
01:31:28.765 --> 01:31:34.855
And then I need to continue to reinforce desirable behavior after things have de escalated. Um.

617 "Kathleen Deppeler" (1701697280)
01:31:35.875 --> 01:31:40.315
I think oftentimes, we really just want to move on and hope it doesn't happen again,

618 "Kathleen Deppeler" (1701697280)
01:31:41.275 --> 01:31:51.565
but we really do need to make sure that we're really beefing up our reinforcement afterwards and making sure we're recognizing desirable

behavior and really beefing up the positive consequences available within
that environment.

619 "Kathleen Deppeler" (1701697280)
01:31:53.160 --> 01:31:56.219
Okay, let's reiterate again about empathy.

620 "Kathleen Deppeler" (1701697280)
01:31:56.219 --> 01:32:00.539
It's really important to identify the emotion name. It.

621 "Kathleen Deppeler" (1701697280)
01:32:00.539 --> 01:32:09.269
And use a word that really reflects the gravity. I didn't say you were
mad. I said, furious, frustrated, heartbroken.

622 "Kathleen Deppeler" (1701697280)
01:32:09.269 --> 01:32:13.139
You know, what are, what are they really feeling? The more you connect.

623 "Kathleen Deppeler" (1701697280)
01:32:13.139 --> 01:32:16.559
More you tell them that you see how they're feeling.

624 "Kathleen Deppeler" (1701697280)
01:32:16.559 --> 01:32:20.579
The less likely there to have to show you in some kind of way.

625 "Kathleen Deppeler" (1701697280)
01:32:21.989 --> 01:32:27.389
I could escalate things so let's do an example here with sad.

626 "Kathleen Deppeler" (1701697280)
01:32:28.464 --> 01:32:42.354
Let's talk about sad Sammy Sammy had an argument with her roommate, and
when this happens, it happens often and when it does, it often leads to
her crying in her bed for a really long time.

627 "Kathleen Deppeler" (1701697280)
01:32:42.689 --> 01:32:47.309
She is currently laying in bed and she's telling you that she needs a
pill.

628 "Kathleen Deppeler" (1701697280)
01:32:47.309 --> 01:32:53.669
You're in the living room so tell me what, what's an empathy statement
you could provide.

629 "Kathleen Deppeler" (1701697280)
01:32:54.989 --> 01:33:01.139
In an encouraging statement, she's talking to, you.

630 "Kathleen Deppeler" (1701697280)
01:33:01.139 --> 01:33:09.659

About it to screaming, she wants a pill, she's ready to talk about it. You're going to give her an empathy statement and encouraging statement.

631 "Kathleen Deppeler" (1701697280)
01:33:38.849 --> 01:33:43.619
You can see your upset. Yeah. Yeah.

632 "Kathleen Deppeler" (1701697280)
01:33:43.619 --> 01:33:55.559
You know, and with the I like that, you started with the empathy statement, Janet, if a person's demonstrating a lot of emotion, you're going to have a better interaction. If you start right there. Start by.

633 "Kathleen Deppeler" (1701697280)
01:33:55.559 --> 01:34:00.539
Notice they can tell them you see, I see your upset what's going on.

634 "Kathleen Deppeler" (1701697280)
01:34:02.639 --> 01:34:12.539
So, if you need more information to know a person is feeling, you could start with an open ended question. But, and, uh, stay close. Hi. Opt into your queue is that that person is acting in some kind of way.

635 "Kathleen Deppeler" (1701697280)
01:34:12.539 --> 01:34:16.679
So name that emotion right off the bat and that's a good place to start.

636 "Kathleen Deppeler" (1701697280)
01:34:16.679 --> 01:34:24.179
Anybody have any other emotion words that might be appropriate for sad savvy. Um.

637 "Kathleen Deppeler" (1701697280)
01:34:25.649 --> 01:34:37.199
I'm glad you want to talk to me about it. Your, your argument has upset. You see, you're upset and I'm, I'm glad you want to talk to me about it. You're already talking about it. That's so helpful.

638 "Kathleen Deppeler" (1701697280)
01:34:37.199 --> 01:34:45.209
Um, you're really upset right now as hard as this is. I know you've been through hard times before and you can work through it again.

639 "Kathleen Deppeler" (1701697280)
01:34:46.319 --> 01:34:53.429
Yeah, I like that. And if if you think they're able to to talk about that, that is a, um.

640 "Kathleen Deppeler" (1701697280)
01:34:53.429 --> 01:35:06.449
Depending on how they seem, I think that Molly, you can get to that question when this happened last time. What did you do? I think you're getting towards that problem solving that can happen is cmmi shows signs of.

641 "Kathleen Deppeler" (1701697280)
01:35:06.449 --> 01:35:11.729
Calming down. She's already talking about it.

642 "Kathleen Deppeler" (1701697280)
01:35:11.729 --> 01:35:14.759
And also, like, the idea that people say.

643 "Kathleen Deppeler" (1701697280)
01:35:14.759 --> 01:35:25.229
You're already talking about it, you know, she's screaming that she needs a pill, but nobody mentioned the pill. Good job. You avoided reaction to that junk behavior of her asking for a pill, right? And you focused on.

644 "Kathleen Deppeler" (1701697280)
01:35:25.229 --> 01:35:33.479
She's talking about it, we translated what the specific thing she was doing to that she's talking about it. She's ready to talk about it. Um.

645 "Kathleen Deppeler" (1701697280)
01:35:34.679 --> 01:35:38.849
Yes, you definitely want to go in with her and, uh.

646 "Kathleen Deppeler" (1701697280)
01:35:38.849 --> 01:35:48.479
And be there, Janet? Yeah. Are there any other empathy or emotion words that you guys have thought about with Sammy.

647 "Kathleen Deppeler" (1701697280)
01:35:53.249 --> 01:35:59.399
I say something like you sound so hurt. Yeah helping us Thank you. And I are just like.

648 "Kathleen Deppeler" (1701697280)
01:35:59.424 --> 01:36:08.544
Good job I said, well,

649 "Kathleen Deppeler" (1701697280)
01:36:09.144 --> 01:36:21.534
I have a so that's our last scenario and that's the last of the tools that we're going to talk about today. I do have some resources that I'd like to share with you before I, we, uh.

650 "Kathleen Deppeler" (1701697280)
01:36:22.139 --> 01:36:31.259
Leave today so the 1st 1 is a podcast or 10 short podcast. Really? Um.

651 "Kathleen Deppeler" (1701697280)
01:36:31.259 --> 01:36:38.459
About the common conversions, and I'm just going to leave this up here on your screen for a moment because you can take your phone camera.

652 "Kathleen Deppeler" (1701697280)

01:36:40.199 --> 01:36:47.879
And hover over this scan that, and it, it should pop up so that you can
see.

653 "Kathleen Deppeler" (1701697280)
01:36:47.879 --> 01:36:51.569
These these 10.

654 "Kathleen Deppeler" (1701697280)
01:36:51.569 --> 01:36:58.859
Coercion podcasts, so those are really helpful. They're going to go over
what we talked about today, but they're also going to provide.

655 "Kathleen Deppeler" (1701697280)
01:36:58.859 --> 01:37:06.389
A little if this is your coercion, Here's what you could do in this
moment to avoid it. So, it also has a nice little, um.

656 "Kathleen Deppeler" (1701697280)
01:37:06.389 --> 01:37:12.119
Proactive thing tidbit for each of those coercion examples.

657 "Kathleen Deppeler" (1701697280)
01:37:12.119 --> 01:37:15.899
So that's the 1st resource I want to leave you with.

658 "Kathleen Deppeler" (1701697280)
01:37:18.719 --> 01:37:21.809
And I'll go back to this if, um.

659 "Kathleen Deppeler" (1701697280)
01:37:21.809 --> 01:37:25.619
Feel free to ask me to go back to that. So here's the 2nd 1.

660 "Kathleen Deppeler" (1701697280)
01:37:25.619 --> 01:37:29.999
This is for the full tools of choice class. So I told her choice looks
like.

661 "Kathleen Deppeler" (1701697280)
01:37:29.999 --> 01:37:35.729
Uh, for Pre recorded sessions, so it has, um.

662 "Kathleen Deppeler" (1701697280)
01:37:35.729 --> 01:37:45.839
Lucas, Evans, Lucas and re, Evans talking through each of the, the 4
modules of tools you would watch that, and then you would come to a
practice session.

663 "Kathleen Deppeler" (1701697280)
01:37:45.839 --> 01:37:52.019
Practice the skills that you learn during that recorded session, get
feedback on your skills.

664 "Kathleen Deppeler" (1701697280)
01:37:52.019 --> 01:37:57.749
And really start start practicing similar to what we did today where you got a little bit of feedback.

665 "Kathleen Deppeler" (1701697280)
01:37:57.749 --> 01:38:02.969
And then I'm just gonna wait for another moment.

666 "Kathleen Deppeler" (1701697280)
01:38:06.869 --> 01:38:18.149
The last resource I wanted to share with you as a family coaching workshop, which is available for anyone, and, you know, it's really geared towards, um.

667 "Kathleen Deppeler" (1701697280)
01:38:18.149 --> 01:38:25.169
Uh, natural home or family caregivers, we have siblings who come we have a.

668 "Kathleen Deppeler" (1701697280)
01:38:25.674 --> 01:38:34.554
A parent and a teenager who come together so these family coaching workshops are based in the tools of choice training,

669 "Kathleen Deppeler" (1701697280)
01:38:34.704 --> 01:38:45.894
but they're really geared towards just small snippets of things that people can practice together during these short 1 hour workshops that we host twice a month.

670 "Kathleen Deppeler" (1701697280)
01:38:46.229 --> 01:38:51.749
And it is a 6, it's an 8 week curriculum that we just do.

671 "Kathleen Deppeler" (1701697280)
01:38:51.749 --> 01:38:59.939
Over and over, so you're welcome to come to 1 or more and I can add web links. Yes, Nancy.

672 "Kathleen Deppeler" (1701697280)
01:38:59.939 --> 01:39:04.229
Let me work on that all for the podcasts.

673 "Kathleen Deppeler" (1701697280)
01:39:04.229 --> 01:39:08.759
And I'll put them in the chat box, opening my browser.

674 "Kathleen Deppeler" (1701697280)
01:39:13.319 --> 01:39:19.679
Cat, if there are more questions, if you could read them, I'm looking for links the moment.

675 "Kathleen Deppeler" (1701697280)

01:39:19.679 --> 01:39:24.389
I'm not seeing any okay here.

676 "Kathleen Deppeler" (1701697280)
01:39:24.389 --> 01:39:27.779
Is the tools of choice 1.

677 "Kathleen Deppeler" (1701697280)
01:40:00.389 --> 01:40:13.529
There's the conversion podcast.

678 "Kathleen Deppeler" (1701697280)
01:40:13.529 --> 01:40:16.919
And family.

679 "Kathleen Deppeler" (1701697280)
01:40:30.329 --> 01:40:34.949
And tonight actually, this is family coaching 1 the 1st, 1 in the series
is tonight.

680 "Kathleen Deppeler" (1701697280)
01:40:38.879 --> 01:40:39.594
Starting the fresh,

681 "Kathleen Deppeler" (1701697280)
01:40:56.964 --> 01:41:08.784
and then cat says the PowerPoint recording and transcript will be made
available on the previous webinar page. Also these are hosted weekly. So
please feel free to send whomever return yourself.

682 "Kathleen Deppeler" (1701697280)
01:41:08.879 --> 01:41:10.319
Um.

683 "Kathleen Deppeler" (1701697280)
01:41:10.319 --> 01:41:14.789
Then our goal is that they happen routinely so that people can come as.

684 "Kathleen Deppeler" (1701697280)
01:41:14.789 --> 01:41:25.169
Needed and available nobody else has any questions. I think that's the
end of our presentation.