

WEBVTT

1 "Lisa Nothaus" (1011424512)

00:00:00.000 --> 00:00:08.370

All right, well, if if Lisa, so good afternoon, everybody, and thank you all for joining us on the and new webinar for November.

2 "Lisa Nothaus" (1011424512)

00:00:08.370 --> 00:00:16.169

Just real quickly these webinars are focused on providing information on topics of interest in a quick lunch and learn style.

3 "Lisa Nothaus" (1011424512)

00:00:16.169 --> 00:00:21.090

So, we really help people will go out and grab their lunch and come back and join us for the discussions.

4 "Lisa Nothaus" (1011424512)

00:00:21.090 --> 00:00:29.310

As cashier these webinars are recorded, There'll be made available on the divisions website, and we will close that link into the chat. So that you have that.

5 "Lisa Nothaus" (1011424512)

00:00:29.310 --> 00:00:34.680

If you're somebody that works with families and individuals, please be sure to share this information with them.

6 "Lisa Nothaus" (1011424512)

00:00:34.680 --> 00:00:40.380

Um, if they can't watch the live event, they can always go back and pick up the recording later.

7 "Lisa Nothaus" (1011424512)

00:00:40.380 --> 00:00:43.500

So today a Catherine dabbler.

8 "Lisa Nothaus" (1011424512)

00:00:43.500 --> 00:00:49.440

Um, positive supports lead for the division is joining the webinar and we're going to be talking about behavior.

9 "Lisa Nothaus" (1011424512)

00:00:49.440 --> 00:00:53.790

In particular, we're going to talk about the tools of choice workshops that are available.

10 "Lisa Nothaus" (1011424512)

00:00:53.790 --> 00:01:00.720

The connections between behaviors and responses, we're going to talk a little about coercive responses and how to recognize them.

11 "Lisa Nothaus" (1011424512)

00:01:00.720 --> 00:01:04.830

We're going to touch on building and strengthening relationships.

12 "Lisa Nothaus" (1011424512)

00:01:04.830 --> 00:01:13.440

And we'll talk about positive consequences and I just really thought this was a good topic to discuss right now cause we're quickly rolling into the holiday season.

13 "Lisa Nothaus" (1011424512)

00:01:13.440 --> 00:01:21.450

And I can't speak for everyone else, but I know that when I get stressed, I have to be much more aware of the way I interact and communicate with people.

14 "Lisa Nothaus" (1011424512)

00:01:21.450 --> 00:01:26.910

And I'm also going to share that the information that Kathleen is going to talk to with us about is universal.

15 "Lisa Nothaus" (1011424512)

00:01:26.910 --> 00:01:30.270

All people, and the way they interact with each other.

16 "Lisa Nothaus" (1011424512)

00:01:30.270 --> 00:01:39.240

And after I learn more about the tools of choice, I quickly realize that the skills can actually be used with anyone what your spouse and your family members included.

17 "Lisa Nothaus" (1011424512)

00:01:39.240 --> 00:01:53.095

So, but before we get too far in our discussion, I'm just going to quickly introduce myself. I am Lisa, not house. I am the supporting families lead at the division of DD and I'm also a parent. My husband and I have 2 adult daughters and 3 grandchildren.

18 "Lisa Nothaus" (1011424512)

00:01:53.545 --> 00:01:59.665

Our youngest daughter has developmental disabilities and actually receives the services through divisions. So.

19 "Lisa Nothaus" (1011424512)

00:02:00.000 --> 00:02:06.450

We've kind of been in the system for a while. She used in her 30 so I have a little bit of lived experience there.

20 "Lisa Nothaus" (1011424512)

00:02:06.450 --> 00:02:17.580

I'm going to turn it over to Kathleen real quick, because she's got some good information to share in 30 minutes goes pretty quick. So, Kathleen, whenever you're ready, I'll let you introduce yourself and get started.

21 "Kathleen Deppeler" (2225604096)

00:02:18.055 --> 00:02:32.695

thank you lisa i'm kathleen and as lisa mentioned i am the director of positive supports and so i work with consultants all across the state who help folks implement positive behavior support practices and

22 "Kathleen Deppeler" (2225604096)

00:02:32.725 --> 00:02:47.575

i've myself been teaching tools of choice for almost ten years now it's the best thing that ever happened to me i learned tools and choice before i became a parent and i'm very very grateful that i also learned it before

23 "Kathleen Deppeler" (2225604096)

00:02:47.580 --> 00:02:50.370

I met my husband, I'm also very grateful for that.

24 "Kathleen Deppeler" (2225604096)

00:02:50.370 --> 00:02:55.080

Lisa mentioned that this is a universal strategy, and I'll go a little bit more into that.

25 "Kathleen Deppeler" (2225604096)

00:02:55.675 --> 00:03:07.945

A few slides from now, but this is intended to be, uh, these are skills that work for everybody. Um, and they improve the practitioners life as well. I I said this is the best thing that ever happened to me.

26 "Kathleen Deppeler" (2225604096)

00:03:07.945 --> 00:03:13.795

It helps me on a daily basis to use these skills. So.

27 "Kathleen Deppeler" (2225604096)

00:03:14.575 --> 00:03:21.595

We would like to invite you to come to our full training, which is called tools of choice and it's a hybrid training.

28 "Kathleen Deppeler" (2225604096)

00:03:21.595 --> 00:03:25.135

So we have some information that you watch on your own time,

29 "Kathleen Deppeler" (2225604096)

00:03:25.135 --> 00:03:40.105

whatever works for you and then you come to a live practice session and work with a consultant to can help you practice the skills and give you feedback about how you're using them. And how to use them to the best of your abilities.

30 "Kathleen Deppeler" (2225604096)

00:03:40.105 --> 00:03:43.975

So there are 4 workshops within tools. The 1st one's called about.

31 "Kathleen Deppeler" (2225604096)

00:03:44.130 --> 00:03:56.100

If you're an affiliate avoid conversion, we're going to talk about the void conversion stuff today, because as Lisa mentioned, it's the holidays and stress can make us be more coercive than usual.

32 "Kathleen Deppeler" (2225604096)

00:03:56.935 --> 00:04:07.495

After you learn about behavior, we all get on the same page about the way that we talk about behavior. And the terms that we use, we talk about some things that we're doing right now that aren't helping, like, coercion.

33 "Kathleen Deppeler" (2225604096)

00:04:07.675 --> 00:04:21.865

The next move we go to is called, stay close and that workshop is really about. How do you build strong relationships? What skills do you use? And so we go pretty heavy into that in that tool. And they're very specific.

34 "Kathleen Deppeler" (2225604096)

00:04:22.135 --> 00:04:26.095

These are things that you can observe for, you can get feedback.

35 "Kathleen Deppeler" (2225604096)

00:04:26.100 --> 00:04:39.329

Because the tool has been broken down into specific steps that you use. So I can tell you, if you used open ended questions, I can tell you if you used an empathy statement, if you used encouragement. So.

36 "Kathleen Deppeler" (2225604096)

00:04:39.329 --> 00:04:47.669

Is this really broken down into a manageable, uh, tool? Because the skills that you use are very specific.

37 "Kathleen Deppeler" (2225604096)

00:04:48.264 --> 00:05:02.484

After you learn about how to build that strong relationship, we talk about using positive consequences and pivot, which is really how do you respond in a situation either you want the behavior to keep happening in the future and you'll use a positive consequence or the behavior is something you don't want to see happen in the future,

38 "Kathleen Deppeler" (2225604096)

00:05:02.484 --> 00:05:04.524

and you would use the pivot tool.

39 "Kathleen Deppeler" (2225604096)

00:05:05.189 --> 00:05:17.939

And then, lastly, we bring it all together with set expectations. So, you know, you've gone through a difficult time. You've had to avoid reacting to a bunch of undesirable behavior. What are you going to do? So that doesn't happen in the future. Well, our set expectations tool.

40 "Kathleen Deppeler" (2225604096)

00:05:17.939 --> 00:05:26.069

So, you can use this QR code here and go to that page for more about the whole of tools and.

41 "Kathleen Deppeler" (2225604096)
00:05:26.069 --> 00:05:40.284

Another opportunity for you to receive some coaching Thank you for putting the links in the chat box Lisa, another resource that we have are the family coaching workshops and this is an opportunity that isn't as structured as the full tools class,

42 "Kathleen Deppeler" (2225604096)
00:05:40.524 --> 00:05:54.594

but gives you portions of that. And we typically a pretty small group of parents who get together, and we talk about the skill. We do a couple of activities to really highlight. How would you use that skill?

43 "Kathleen Deppeler" (2225604096)
00:05:54.954 --> 00:05:55.974
And folks.

44 "Kathleen Deppeler" (2225604096)
00:05:56.069 --> 00:06:03.089

The opportunity to make that connection with their peers, and also with the consultants, you can provide additional support.

45 "Kathleen Deppeler" (2225604096)
00:06:04.499 --> 00:06:12.989

So these are some opportunities for you to learn more about the stuff we're going to talk about today and I have these slides again at the end. So, once I.

46 "Kathleen Deppeler" (2225604096)
00:06:12.989 --> 00:06:16.769

Uh, share with you and you're excited about this, then you can.

47 "Kathleen Deppeler" (2225604096)
00:06:17.124 --> 00:06:18.414

See, these, at the end again,

48 "Kathleen Deppeler" (2225604096)
00:06:18.774 --> 00:06:33.684

so Lisa mentioned that this is a universal strategy it is something that works for everybody so it's really the base of the interventions everybody deserves to be treated in a way that's kind and caring and that's what tools that tools of choice

49 "Kathleen Deppeler" (2225604096)
00:06:33.684 --> 00:06:34.404
is teaching.

50 "Kathleen Deppeler" (2225604096)
00:06:35.124 --> 00:06:47.064

So these are strategies that can improve everybody's quality of life and I wanted to tell you this for a couple of reasons 1, to encourage you that these are skills that you can use with anyone.

51 "Kathleen Deppeler" (2225604096)

00:06:47.364 --> 00:06:57.864

And 2 to encourage you that, we're going to talk about some forms of coercion today and you're probably using them. I am using that. We're all using some of them.

52 "Kathleen Deppeler" (2225604096)

00:06:57.864 --> 00:07:04.734

We live in a coercive society and it's just what we've learned to do. So, I say this, because I don't think.

53 "Kathleen Deppeler" (2225604096)

00:07:04.739 --> 00:07:09.269

Think that implementing this universal strategy is going to cause all your problems. It.

54 "Kathleen Deppeler" (2225604096)

00:07:09.269 --> 00:07:23.814

There are things that you still might be dealing with. This is a universal strategy. So it's the basis of all those out of their interventions and any other intervention that we are interested in the other strategies really are based in this.

55 "Kathleen Deppeler" (2225604096)

00:07:23.844 --> 00:07:36.594

We're being kind and caring and so this is where we want to start, and it's not going to solve all of your problems. Potentially you need more solution. You need more strategies and those might be more specific to a targeted need.

56 "Kathleen Deppeler" (2225604096)

00:07:37.769 --> 00:07:44.399

And they're all based in this idea of being kind and caring and using strategies that work for everybody.

57 "Kathleen Deppeler" (2225604096)

00:07:44.399 --> 00:07:58.169

So, we have a fundamental fact that is the only 1 I'm giving you today, but behavior as a result of the environment. And I think this is important to our conversation about coercion because we can.

58 "Kathleen Deppeler" (2225604096)

00:07:58.169 --> 00:08:07.044

We have an impact on the environment, and we can change the environment by changing our behavior and that's what we're going to focus on today. So there's some things that we're doing. That aren't particularly helpful.

59 "Kathleen Deppeler" (2225604096)

00:08:07.194 --> 00:08:16.254

We call them conversions and we're going to talk about each 1 of these today and I'm going to leave you with some resources about I'm doing this. What can I do instead?

60 "Kathleen Deppeler" (2225604096)

00:08:16.674 --> 00:08:23.544

So real quickly the 10 examples of conversions are questioning arguing, sarcasm and teasing.

61 "Kathleen Deppeler" (2225604096)

00:08:23.819 --> 00:08:37.944

Force which could be verbal or physical threats, criticism, despair, lecture and logic taking away and talking about bad behavior. So, let's talk about what these questioning asking a question that you don't want answered.

62 "Kathleen Deppeler" (2225604096)

00:08:38.334 --> 00:08:51.504

Um, pretty much. Anytime you say, why you're probably going into this questioning? Was that a good idea? What were you thinking? It's really a way that you're telling the person that the thing that happened, you don't like.

63 "Kathleen Deppeler" (2225604096)

00:08:51.779 --> 00:08:59.489

You don't want them to do it again except what we're doing when we use this, is that we're focusing on the undesirable behavior.

64 "Kathleen Deppeler" (2225604096)

00:08:59.489 --> 00:09:11.879

And we want to avoid providing attention for those things. We don't want to happen in the future. So, questioning is 1 way that we are responding to undesirable behavior in an unhelpful way.

65 "Kathleen Deppeler" (2225604096)

00:09:14.219 --> 00:09:29.009

Arguing, um, I think this 1 is especially important as Lisa talked about. We're going into the holidays we're going to see family, you know, arguing with your uncle. Bud is not the thing that's going to finally change his mind this time. Um.

66 "Kathleen Deppeler" (2225604096)

00:09:29.009 --> 00:09:42.989

So, you know, we're generally pretty good about it. We know we should avoid topics like politics and religion, because you might start an argument and argument is really just that back and forth that we're trying to convince someone to change their mind to see it our way.

67 "Kathleen Deppeler" (2225604096)

00:09:42.989 --> 00:09:51.839

Except we're really focused on our differences when we're arguing like this. So, again, this is another thing that we're doing that isn't helping people.

68 "Kathleen Deppeler" (2225604096)

00:09:51.839 --> 00:09:56.579

Um, and is probably really hurting our relationships as well.

69 "Kathleen Deppeler" (2225604096)

00:09:58.169 --> 00:10:04.019

Sarcasm in teasing so saying the opposite of what you mean or making a joke.

70 "Kathleen Deppeler" (2225604096)

00:10:05.064 --> 00:10:12.894

It is always at someone's expense. I didn't ever. I didn't really realize this until I started teaching tools.

71 "Kathleen Deppeler" (2225604096)

00:10:13.794 --> 00:10:24.444

So I'm a big office, the office fan and Michael Scott is usually making some kind of joke and 1 of my favorite ones used to be. That's what she said.

72 "Kathleen Deppeler" (2225604096)

00:10:25.049 --> 00:10:35.999

And then I realized that, in fact, that also is that someone's expense, typically, the, she, in that case and so it ruins that joke.

73 "Kathleen Deppeler" (2225604096)

00:10:35.999 --> 00:10:45.419

Ruined most of sarcasm for me, this, this realizing how coercive it is. And when I think about the population of people that, um.

74 "Kathleen Deppeler" (2225604096)

00:10:45.684 --> 00:11:00.594

Most of us are caring for here. It's a really high level social skill to use sarcasm or teasing to. There's a lot of nuance there and understanding, you know, that someone is saying something that isn't really what they mean and.

75 "Kathleen Deppeler" (2225604096)

00:11:00.839 --> 00:11:14.604

We have the opportunity to model, and when we use sarcasm and teasing, we're really modeling a skill that most people can't access. They can't use it in that the same way. And so not everybody is in on it.

76 "Kathleen Deppeler" (2225604096)

00:11:14.994 --> 00:11:17.394

Um, I would pretty much also lump.

77 "Kathleen Deppeler" (2225604096)

00:11:18.684 --> 00:11:32.424

Like, inside jokes between you, as part of this as well that we should really avoid it, especially because the nuance of that skill is difficult to implement. And so we're really not modeling the behavior that we want to see.

78 "Kathleen Deppeler" (2225604096)

00:11:35.279 --> 00:11:48.984

Force verbal and physical. This one's probably pretty obvious, but something that we want to avoid making others do something that they may not want to do may not want to do and it's often against their will. And I think that's really important.

79 "Kathleen Deppeler" (2225604096)

00:11:48.984 --> 00:11:59.184

So, not only can people physically get injured when we use force? Uh, we're also taking away that person's autonomy and their ability to make decisions for themselves, which I think is really difficult.

80 "Kathleen Deppeler" (2225604096)

00:11:59.459 --> 00:12:03.959

And we should try to avoid that so.

81 "Kathleen Deppeler" (2225604096)

00:12:03.959 --> 00:12:09.239

This 1 is 1 that most people are probably already really trying to avoid doing.

82 "Kathleen Deppeler" (2225604096)

00:12:11.429 --> 00:12:21.359

The next 1 is threats, and this is reminding someone that whatever they're doing is gonna lead to some kind of bad event happening for them.

83 "Kathleen Deppeler" (2225604096)

00:12:21.359 --> 00:12:31.259

So, I put a couple of examples down here so, you know, if you keep doing that, you're not going to get to have desert. There's a threat. I need to start.

84 "Kathleen Deppeler" (2225604096)

00:12:31.259 --> 00:12:34.619

Um, or, you know, counting like, 1.

85 "Kathleen Deppeler" (2225604096)

00:12:34.619 --> 00:12:42.209

To, you know, I over here, I'm threatening about something is going to happen when we get to number 3 right?

86 "Kathleen Deppeler" (2225604096)

00:12:42.209 --> 00:12:49.289

So these are all examples of threats that we're using to try to get somebody to stop that behavior in the moment.

87 "Kathleen Deppeler" (2225604096)

00:12:50.184 --> 00:13:02.304

But what we're really doing is damaging our relationship, and we're again really focusing on the undesirable behavior, versus focusing on the things that we want to see more of in the future.

88 "Kathleen Deppeler" (2225604096)

00:13:02.304 --> 00:13:11.964

I thought chat box come from Lisa about doing about being guilty of this. I just want to say again, like, we're all guilty of of doing these, um, and.

89 "Kathleen Deppeler" (2225604096)

00:13:13.764 --> 00:13:28.284

it's the way that we were raised most likely i can think of many times when my very great parents use many of these forms of conversion i am trying i am parenting two children myself and i know that i'm guilty of these we're all

90 "Kathleen Deppeler" (2225604096)

00:13:28.284 --> 00:13:42.954

guilty and i'm going to talk about the first thing we should really do which is just to identify that you're doing this just know when you're doing it so this is one that i also find myself really trying to avoid with my my

91 "Kathleen Deppeler" (2225604096)

00:13:43.169 --> 00:13:44.069

School.

92 "Kathleen Deppeler" (2225604096)

00:13:45.474 --> 00:13:58.464

Criticism telling someone you don't like how they're doing something. This is what I'm really trying to avoid using with my spouse. Um, this is, uh, you know, you're missing the spec on the floor.

93 "Kathleen Deppeler" (2225604096)

00:13:58.464 --> 00:14:06.384

There's, there's still dirt over there in that corner. Hey, it's better if when you're washing this, if you could, you know, rub it this way.

94 "Kathleen Deppeler" (2225604096)

00:14:06.659 --> 00:14:19.889

If they've already started the task, it's really too late to provide that kind of coaching as you might be thinking about it. You're trying to help the situation but in fact, it can really make that person feel like.

95 "Kathleen Deppeler" (2225604096)

00:14:19.889 --> 00:14:27.474

They didn't know how to do it in the 1st place. They can be less confident after they're hearing the portions of things that they're not getting accurate.

96 "Kathleen Deppeler" (2225604096)

00:14:27.924 --> 00:14:37.524

So, if you want to tell them how to sleep the floor in a more efficient manner, make a mental note for yourself and say, wow, this didn't go.

97 "Kathleen Deppeler" (2225604096)

00:14:37.524 --> 00:14:46.674

Well, when they slept the floor today next time before they start, I'm going to give them that tip. I'm gonna give them those instructions about how I think they could do that better.

98 "Kathleen Deppeler" (2225604096)

00:14:46.949 --> 00:14:53.459

Do it next time so then we're not doing it in the moment and we haven't ruined all of the effort that they've put in so far.

99 "Kathleen Deppeler" (2225604096)

00:14:54.989 --> 00:15:02.399

Despair is our next 1, so saying, or acting as if, you know, you've given up.

100 "Kathleen Deppeler" (2225604096)

00:15:02.399 --> 00:15:06.659

Oh, I guess we're not making it to school today or.

101 "Kathleen Deppeler" (2225604096)

00:15:06.659 --> 00:15:12.869

Fine, I guess we won't be doing this. I just.

102 "Kathleen Deppeler" (2225604096)

00:15:12.869 --> 00:15:20.189

When we're hopeless, we've made it so that whoever we're trying to help or care for, um.

103 "Kathleen Deppeler" (2225604096)

00:15:20.189 --> 00:15:29.064

Is also probably going to go down that road of hopelessness if I can't even hold it together. What help do they have of being able to when they need my help too?

104 "Kathleen Deppeler" (2225604096)

00:15:29.724 --> 00:15:43.704

And as I was typing out this slide, when I was trying to find my examples of fine, and I also thought about teenagers and how I probably did that to my parents, like 5Million, times of like, fine. Okay. okay

105 "Kathleen Deppeler" (2225604096)

00:15:44.009 --> 00:15:48.509

And what I was trying to communicate to them was, I don't like the answer that you're giving me.

106 "Kathleen Deppeler" (2225604096)

00:15:48.509 --> 00:15:55.379

I'm hopeless that you'll change your mind and nothing. Nothing really changed for them.

107 "Kathleen Deppeler" (2225604096)

00:15:55.379 --> 00:16:01.709

Except knowing that they had disappointed me in some kind of way and that's what this is doing. It's telling the person that you don't like it.

108 "Kathleen Deppeler" (2225604096)
00:16:01.709 --> 00:16:05.459
It's really unlikely to change their behavior. It's just going to make them feel bad.

109 "Kathleen Deppeler" (2225604096)
00:16:05.459 --> 00:16:09.599
Versus change in the behavior in the long run. So.

110 "Kathleen Deppeler" (2225604096)
00:16:09.599 --> 00:16:24.029
Holding in our, our feelings and making sure that we are not telling people that they've disappointed us in some kind of way that's going to help make them be less confident and, and less likely to make good decisions.

111 "Kathleen Deppeler" (2225604096)
00:16:27.629 --> 00:16:34.409
Lecture and logic this is the Charlie Brown want want want 1.

112 "Kathleen Deppeler" (2225604096)
00:16:34.854 --> 00:16:46.284
When we start talking too much people tune us out and, as I'm saying, this, I'm like here, I am just like, talking at you. So please keep listening to me.

113 "Kathleen Deppeler" (2225604096)
00:16:47.424 --> 00:16:55.584
I know that when 1 person just keeps talking and it might be, you know, you need to do this, you need to do this. It can become too much for that listener.

114 "Kathleen Deppeler" (2225604096)
00:16:56.574 --> 00:17:04.314
And this again, I think is 1 that maybe really did have something that you needed to educate or teach about. And it might be a timing.

115 "Kathleen Deppeler" (2225604096)
00:17:04.409 --> 00:17:14.669
Problems, so, if somebody's already started a task that lecture that that extra information can turn into a lecture, the same way that it can turn into criticism.

116 "Kathleen Deppeler" (2225604096)
00:17:14.669 --> 00:17:19.259
And you might have noticed by now that some of these examples.

117 "Kathleen Deppeler" (2225604096)
00:17:19.259 --> 00:17:27.959
Really 1, form of coercion is really very similar to another, depending on the context of that situation. So, um.

118 "Kathleen Deppeler" (2225604096)

00:17:29.784 --> 00:17:41.004

Taking away removing, somebody's taking away their iPad taking away the TV time, taking away, you know, whatever the toy is.

119 "Kathleen Deppeler" (2225604096)

00:17:41.004 --> 00:17:47.634

And the moment that's causing the problem, sending somebody to time out or grounding them. Um.

120 "Kathleen Deppeler" (2225604096)

00:17:47.969 --> 00:17:58.524

These are always that we're trying to get the behavior to stop in the moment, but they're probably creating long term problems for us. And that's really the case of all of these conversions.

121 "Kathleen Deppeler" (2225604096)

00:17:58.554 --> 00:18:03.744

The reason we keep using them is because they work in the moment as in that behavior might stop.

122 "Kathleen Deppeler" (2225604096)

00:18:04.319 --> 00:18:10.769

And we're likely to see that behavior happen again. It's not changing the behavior in the long term. It's really.

123 "Kathleen Deppeler" (2225604096)

00:18:10.854 --> 00:18:21.054

Just stopping it in the moment versus really changing that in the long run, which is probably what we really want you want it to be better in the long run and so tools, as, as,

124 "Kathleen Deppeler" (2225604096)

00:18:21.054 --> 00:18:30.234

as a whole tool is really asking you to take the long the long game and avoid these things in the moment and use the other skills to replace them.

125 "Kathleen Deppeler" (2225604096)

00:18:32.784 --> 00:18:38.574

So, taking away things I Lisa routed herself out about the 1.

126 "Kathleen Deppeler" (2225604096)

00:18:38.574 --> 00:18:53.544

she's really guilty of I have been guilty of this and I still think about when I took away my son's trash truck toy that he ran when he ran into the wall. Um, and so then I had to think about, okay, how am I going to reintroduce this toy?

127 "Kathleen Deppeler" (2225604096)

00:18:53.819 --> 00:19:01.829

How am I going to reintroduce it? So that it's not running into the wall next time and if it does run into the next time.

128 "Kathleen Deppeler" (2225604096)

00:19:03.239 --> 00:19:12.029

How is he going to keep earning this toy? Right? And so before I brought the toy back again, I used the tool. I mentioned earlier called set expectations.

129 "Kathleen Deppeler" (2225604096)

00:19:12.504 --> 00:19:21.474

And so I think that's another important part of all of these conversions. I'm telling you a bunch of stuff not to do and I'm not really helping you with the, what do you do instead?

130 "Kathleen Deppeler" (2225604096)

00:19:21.954 --> 00:19:36.924

And so what do you do instead is really all of these other proactive preventative tools, like the stay close tool that I mentioned using using positive consequences when you're seeing desirable behavior and setting expectations before they have the opportunity to do it wrong.

131 "Kathleen Deppeler" (2225604096)

00:19:36.924 --> 00:19:41.034

So, you know, I gave my kid a giant, heavy.

132 "Kathleen Deppeler" (2225604096)

00:19:42.269 --> 00:19:55.589

Garbage truck without telling him here are the expectations this can hurt the wall. We're going to stay away from it and then I ended up taking it away because he didn't meet my expectations. I never communicated.

133 "Kathleen Deppeler" (2225604096)

00:19:55.589 --> 00:20:05.279

So, again, I apologize right now for telling all the things not to do, and I encourage you to come to tools and consider the other the other skills that we can be using. Instead.

134 "Kathleen Deppeler" (2225604096)

00:20:07.674 --> 00:20:21.354

And the last of my 10 here is talking about bad behavior in front of the person, and I put bad in quotation marks because really, just talking about a behavior that you want someone to do differently next time in front of them. It's pretty disrespectful.

135 "Kathleen Deppeler" (2225604096)

00:20:21.654 --> 00:20:27.594

And the example that it gave here is, do you know what your kid did today? So, you know, um.

136 "Kathleen Deppeler" (2225604096)

00:20:27.989 --> 00:20:34.019

Mom comes home and you start sharing the bad thing that happened in the day.

137 "Kathleen Deppeler" (2225604096)

00:20:34.019 --> 00:20:47.094

Uh, right in front of that person is really defeating and again, going back to the point. I think we've made a couple of times, which is we're also really focusing on the thing. We don't want to happen instead of focusing on the positive and tools of choice.

138 "Kathleen Deppeler" (2225604096)

00:20:47.094 --> 00:20:56.244

Is really all about switching your frame of mind to focus on that positive and increase the positives that the potential for positives to be happening.

139 "Kathleen Deppeler" (2225604096)

00:20:56.609 --> 00:21:02.669

That's what gets attention in our positive environments. Good, desirable behavior that we want to see more of.

140 "Kathleen Deppeler" (2225604096)

00:21:02.669 --> 00:21:07.319

Okay, so I gave you our 10 examples of coercion.

141 "Kathleen Deppeler" (2225604096)

00:21:07.319 --> 00:21:12.779

And I want to talk about why we think why we know it's so important to avoid these.

142 "Kathleen Deppeler" (2225604096)

00:21:13.224 --> 00:21:26.064

Several things happen when people experience coercion 1 is avoidance. So this is something that happens in the long term. You avoid that person?

143 "Kathleen Deppeler" (2225604096)

00:21:26.094 --> 00:21:33.414

Oh, the last several times I talked to pops, man, he was really grilling me on politics and I can't do that today.

144 "Kathleen Deppeler" (2225604096)

00:21:33.719 --> 00:21:38.219

Guess who I'm not going to call. I'm not going to call pops. I can't talk about it today. Right?

145 "Kathleen Deppeler" (2225604096)

00:21:38.219 --> 00:21:43.469

So, if your relationship becomes these, these, uh.

146 "Kathleen Deppeler" (2225604096)

00:21:43.469 --> 00:21:46.889

Repeated experiences of coercion.

147 "Kathleen Deppeler" (2225604096)

00:21:46.889 --> 00:21:56.189

You really just don't want to be around that person anymore and and you start to avoid them. So that's kind of a long term effect of of coercion within a relationship is avoidance.

148 "Kathleen Deppeler" (2225604096)
00:21:56.189 --> 00:22:01.019
Uh, another effect that's long term and immediate.

149 "Kathleen Deppeler" (2225604096)
00:22:01.019 --> 00:22:09.119
Is getting even so coercion meets coercion and it might be 2 different types of conversion like.

150 "Kathleen Deppeler" (2225604096)
00:22:09.119 --> 00:22:14.939
Like, you know, I started with a question, why did you do that?

151 "Kathleen Deppeler" (2225604096)
00:22:14.939 --> 00:22:22.379
And then the, I get an answer and I get an answer and now we're arguing. Right? So.

152 "Kathleen Deppeler" (2225604096)
00:22:22.884 --> 00:22:29.994
The idea that when I'm coercive towards someone, I am more likely to get that back and it might not be the same form of coercion,

153 "Kathleen Deppeler" (2225604096)
00:22:30.443 --> 00:22:38.604
but I am likely to to receive coercion back so that back and forth of getting even is a common effect.

154 "Kathleen Deppeler" (2225604096)
00:22:38.879 --> 00:22:42.149
As well as escape, so I just can't handle this.

155 "Kathleen Deppeler" (2225604096)
00:22:42.774 --> 00:22:52.944
I have to leave right now, I have to get out of this situation. There's a lot of ways to escape the situation and when we use coercion, we are more likely to get that as the response.

156 "Kathleen Deppeler" (2225604096)
00:22:52.944 --> 00:22:58.434
So, we're motivating people to want to get out and escape the environment when we're coercive to them.

157 "Kathleen Deppeler" (2225604096)
00:23:01.259 --> 00:23:05.754
Another effective coercion I've mentioned this a couple of times.

158 "Kathleen Deppeler" (2225604096)
00:23:05.934 --> 00:23:17.574
You have the opportunity, you have the constant opportunity to be modeling, desirable behavior behavior you want to see more of in the future, and when we use coercion, we're actually modeling behavior.

159 "Kathleen Deppeler" (2225604096)

00:23:17.574 --> 00:23:21.654

We don't want to be in the future and that we don't want, uh.

160 "Kathleen Deppeler" (2225604096)

00:23:21.989 --> 00:23:35.549

To be reenacted by the other person so when we use coercion, we are teaching, uh, coercive behavior and people are learning that from us. And again, you know, they might not have the social skill to use sarcasm in the moment.

161 "Kathleen Deppeler" (2225604096)

00:23:35.549 --> 00:23:43.769

But they're they would have the social skills to use other forms of coercion that we've talked about and we know that coercion meets coercion. So.

162 "Kathleen Deppeler" (2225604096)

00:23:44.154 --> 00:23:51.234

Motivating that behavior by using conversion. Additionally, people behave less confidently when they're coerced.

163 "Kathleen Deppeler" (2225604096)

00:23:51.534 --> 00:24:01.254

And I like to use the example of Seinfeld in the soup episode where this person Seinfeld gets up in front of, you know.

164 "Kathleen Deppeler" (2225604096)

00:24:01.644 --> 00:24:16.404

thousands of people professionally this man is like so confident he can make jokes in front of giant giant crowds and yet he wants a bowl of soup and he's like cowering waiting in line for this bowl of soup because he's afraid

165 "Kathleen Deppeler" (2225604096)

00:24:16.404 --> 00:24:28.014

that he'll be coerced and they'll take that soup away from him so when people experience conversion they are they are less likely to make good decisions and they behave less confidently because

166 "Kathleen Deppeler" (2225604096)

00:24:28.349 --> 00:24:32.789

They're all really kind of a put down and lastly.

167 "Kathleen Deppeler" (2225604096)

00:24:32.789 --> 00:24:36.659

The origin is focused on the undesirable behavior.

168 "Kathleen Deppeler" (2225604096)

00:24:36.659 --> 00:24:43.859

And when you come to tools, you'll learn that we really want to focus on behavior. We want to see more of and avoid.

169 "Kathleen Deppeler" (2225604096)

00:24:43.859 --> 00:24:55.679

Folk avoid attending to behavior, we don't want to see more of and so when we're using coercion, we are focused on the undesirable behavior. We are more likely to see it. Come back at us in the future.

170 "Kathleen Deppeler" (2225604096)

00:24:55.679 --> 00:25:03.209

So these are the effects of those 10 examples of coercion that I, that I went over and really the.

171 "Kathleen Deppeler" (2225604096)

00:25:03.209 --> 00:25:17.249

Why do we want to avoid this? So I told you a bunch of things not to do. Now. What what should you do? 1st, just identify that you're being coercive just just recognizing can help. So.

172 "Kathleen Deppeler" (2225604096)

00:25:18.894 --> 00:25:29.694

There are several reasons that were more likely to be coercive. I put a few on here so halt, hungry, angry, lonely, tired, some people say hungry.

173 "Kathleen Deppeler" (2225604096)

00:25:31.074 --> 00:25:42.864

Maybe you're being encountered with your pet peeves. You walked in the house and every cabinet is open. That's a pet peeve of yours. You're more likely to be coercive things aren't going well for you. Uh, maybe your experiencing coercion.

174 "Kathleen Deppeler" (2225604096)

00:25:44.249 --> 00:25:51.479

It's it's also just what we've practiced. It's a habit and these types of responses. So the 1st thing to do.

175 "Kathleen Deppeler" (2225604096)

00:25:51.479 --> 00:26:02.489

Identify that you're doing it and the next thing give yourself some empathy. Our whole society is coercive. You know, you may be, you're hungry, you're lonely or angry. You're tired.

176 "Kathleen Deppeler" (2225604096)

00:26:02.489 --> 00:26:13.469

Give yourself some empathy, there's a reason you are coercive. It's tough and you can do something different. So stop and try something else like empathy. Hey, but I can tell you, you're having a hard time.

177 "Kathleen Deppeler" (2225604096)

00:26:13.469 --> 00:26:28.434

And then get the port is my last suggestion, and here are some ways you can get support, you could come to our tools of choice class. This is a different QR code. This is actually the QR code that you can take to go to the registration.

178 "Kathleen Deppeler" (2225604096)

00:26:28.434 --> 00:26:37.344

The 1st, I was to more information about tools of choice. This I is come in and come to our, our sessions and practice with us. Here's the QR code to register.

179 "Kathleen Deppeler" (2225604096)

00:26:39.174 --> 00:26:49.344

Leave that up for just a moment before I go to my next slide, which is a link for you to use to attend a family coaching workshop,

180 "Kathleen Deppeler" (2225604096)

00:26:49.344 --> 00:26:58.374

which are just an evening opportunity that's much more flexible than the tools of choice and really geared towards families. Um.

181 "Kathleen Deppeler" (2225604096)

00:26:58.709 --> 00:27:03.569

Family caregivers, and I'm going to navigate there in just a moment.

182 "Kathleen Deppeler" (2225604096)

00:27:07.679 --> 00:27:18.629

Okay, so this is the last slide that I have for you, this is the link to the family coaching workshops. You do not have to register for these just come and show up. Um.

183 "Kathleen Deppeler" (2225604096)

00:27:18.629 --> 00:27:32.909

And in the chat box, I also included a link to a podcast series. They're very short snippets about each of the forms of conversion that we talked about today. And those are just a little bit, um.

184 "Kathleen Deppeler" (2225604096)

00:27:33.204 --> 00:27:44.694

A little bit longer an offer more information about if this is the conversion that you're really using a lot of like questioning that's your that's the coercion that you're really using.

185 "Kathleen Deppeler" (2225604096)

00:27:44.694 --> 00:27:49.104

A lot of it has some specific suggestions about what you might do instead.

186 "Kathleen Deppeler" (2225604096)

00:27:49.409 --> 00:27:56.009

So that's a great resource as well. And I have 2 minutes. I'm going to check the chat box.

187 "Kathleen Deppeler" (2225604096)

00:27:57.539 --> 00:28:01.589

To see, if there's any questions and I'm happy to take any folks.

188 "Kathleen Deppeler" (2225604096)

00:28:01.589 --> 00:28:09.269

Feel free to add them. I didn't see any that have come in thus far, but.

189 "Lisa Nothaus" (1011424512)

00:28:09.269 --> 00:28:24.119

Boy, I'm telling you, I am thinking of so many scenarios, Kathleen, and every time I talk to you, I come up with more ideas of oh, oops. Yep I can see where I was doing that and, you know, even, um, responding to somebody with body language.

190 "Lisa Nothaus" (1011424512)

00:28:24.119 --> 00:28:38.934

you know you're if you're if they're doing something in your role in your eyes or your turn your head or you know simple things like that could even also be coercive and cause more behavior so just being aware of those and had conversations um

191 "Lisa Nothaus" (1011424512)

00:28:39.054 --> 00:28:40.584

with some folks one time about

192 "Lisa Nothaus" (1011424512)

00:28:40.919 --> 00:28:54.029

You know, you get up in the morning, you might be on the wrong side of the bed and how much difference it is when somebody says hey, I see. You're having a bad day is everything. Okay. Or we want to talk about it as opposed to mine. What is your problem?

193 "Lisa Nothaus" (1011424512)

00:28:54.029 --> 00:28:57.779

Right. So yeah So where yeah.

194 "Kathleen Deppeler" (2225604096)

00:28:57.779 --> 00:29:04.289

Yes, yes, I love that. And I think, you know, what you did there was the 1st thing you did was just empathy.

195 "Kathleen Deppeler" (2225604096)

00:29:04.289 --> 00:29:15.534

So, you know, if someone's having some kind of feelings, just telling them that I see how you're feeling that is a huge that's a game changer and 1 of the 1st skills that you'll learn when you come see us in tools class.

196 "Kathleen Deppeler" (2225604096)

00:29:15.774 --> 00:29:29.694

I got 1 question private chatted about in person workshops. We don't have any scheduled right now and in 2023, we are going to have a quarterly opportunity for folks to come and do these in person. Right now they are all live. Uh.

197 "Kathleen Deppeler" (2225604096)

00:29:29.694 --> 00:29:31.734

are all live uh

198 "Kathleen Deppeler" (2225604096)

00:29:32.129 --> 00:29:40.049

On on Webex and in 2023, we'll have some opportunities around the state for folks to come in person. No, those are important for families.

199 "Lisa Nothaus" (1011424512)

00:29:40.049 --> 00:29:43.739

Yeah, sounds exciting. And I love that. You're explaining the opportunity.

200 "Lisa Nothaus" (1011424512)

00:29:48.269 --> 00:30:03.174

i don't see any more questions lisa thank you so much for the opportunity well thank you kathleen but the information is good and i was sitting here thinking you know maybe it's still talking politics at thanksgiving table i'm going to pull this webinar up and we're just all going to

201 "Lisa Nothaus" (1011424512)

00:30:03.174 --> 00:30:04.404

watch it together so

202 "Kathleen Deppeler" (2225604096)

00:30:05.369 --> 00:30:15.029

Anyway, I might institute that at my house too. Maybe I should rewatch it before we start start the meal. Yeah, there you go.

203 "Lisa Nothaus" (1011424512)

00:30:15.029 --> 00:30:29.844

i'm not seeing any any more questions but i am seeing some comments that the information was good um and i opened our motivation and to do personal change so and that's exactly what i'm being aware of how you're responding to folks that's part of it the first

204 "Lisa Nothaus" (1011424512)

00:30:29.844 --> 00:30:31.014

step is being aware

205 "Lisa Nothaus" (1011424512)

00:30:31.349 --> 00:30:36.689

I have had been aware of several different things that I've been doing wrong. So.

206 "Lisa Nothaus" (1011424512)

00:30:36.689 --> 00:30:43.379

It's good information, um, if you'll flip through the slides, we have the next date for the next webinar.

207 "Lisa Nothaus" (1011424512)

00:30:50.219 --> 00:30:55.829

Here we go, we are moving this 1 up to December 20th to work around the Christmas holiday. So.

208 "Lisa Nothaus" (1011424512)

00:30:55.829 --> 00:31:05.909

Thank you all for joining us I hope you found the information to be helpful as I did and it's always good to talk to you, Kathleen and I appreciate what you share. Thank you all very much.

209 "Lisa Nothaus" (1011424512)

00:31:05.909 --> 00:31:07.139

Bye.