

WEBVTT

1 "Terri Werner" (3506680576)

00:00:00.000 --> 00:00:08.640

5, my name is Terry Warner, and I work for the division of developmental disabilities.

2 "Terri Werner" (3506680576)

00:00:03.630 --> 00:00:07.409

Her right pocket and every day try and.

3 "Terri Werner" (3506680576)

00:00:07.409 --> 00:00:14.219

Find opportunities to reinforce those desired behaviors that people are demonstrating every day.

4 "Terri Werner" (3506680576)

00:00:08.640 --> 00:00:22.680

I am a positive support consultant, lead for the central region, which includes Columbia, Jefferson City, popular bluff and and the Rolla regions I've been training tools of choice.

5 "Terri Werner" (3506680576)

00:00:14.219 --> 00:00:28.494

And when you see something, but that 1, penny and put it in your left at the end of the day, how many pennies did you end up with? So focus more it's gonna take a lot of effort on our end because society everything around this is negative.

6 "Terri Werner" (3506680576)

00:00:28.674 --> 00:00:34.194

It's all our focus that's what we tend to go to. Um, so again it's going to change our focus.

7 "Terri Werner" (3506680576)

00:00:22.680 --> 00:00:31.585

Since about 2013, I believe I absolutely love this training. I feel like it's had a dramatic effect on my own personal life for the better.

8 "Terri Werner" (3506680576)

00:00:31.975 --> 00:00:42.595

Um, I've really gained a lot of good tips and tricks and tools to use and all my relationships. So this is a universal strategy. a universal strategy

9 "Terri Werner" (3506680576)

00:00:34.219 --> 00:00:40.260

And we're going to have to be a deliberate to to start focusing on these things.

10 "Terri Werner" (3506680576)

00:00:41.460 --> 00:00:46.980

Um, look for improvement, not perfection and above all be patient.

11 "Terri Werner" (3506680576)
00:00:42.680 --> 00:00:44.880
Tool that you can use with anyone.

12 "Terri Werner" (3506680576)
00:00:45.415 --> 00:00:59.875
I only wish that I would have known about this when I was raising my own children, because it really has impacted my relationship with my grandchildren with my peers with those that I supervise on a daily basis.

13 "Terri Werner" (3506680576)
00:01:00.775 --> 00:01:04.855
Pretty much all my relationships. It has made an impact.

14 "Terri Werner" (3506680576)
00:00:46.980 --> 00:00:54.720
Because it does take time behavior doesn't happen overnight. You know, I don't know about you all, but, um, you know.

15 "Terri Werner" (3506680576)
00:00:54.720 --> 00:01:05.970
When I started to go back to the gym, it took time, it took about 30 days for me to be consistent and move forward with it. Cause I kept kind of slipping back.

16 "Terri Werner" (3506680576)
00:01:04.880 --> 00:01:18.645
For the better, so I hope you all enjoy today's training and we would like your participation today. So, as we move forward with the training, we are going to be doing some activities together.

17 "Terri Werner" (3506680576)
00:01:19.035 --> 00:01:21.765
And so I encourage participation.

18 "Terri Werner" (3506680576)
00:01:05.970 --> 00:01:15.180
To my own behavioral ways. So all people are the same way. It takes time, it takes effort. It takes commitment.

19 "Terri Werner" (3506680576)
00:01:15.180 --> 00:01:27.150
Okay, now we're going to talk about conversion conversion. What in the world is conversion anybody anybody want to give me a definition of what version is.

20 "Terri Werner" (3506680576)
00:01:22.050 --> 00:01:35.665
There there is a possibility that I'm not going to be able to answer all questions because it is a 2 hour training and we have a lot of information to go over and cover. So I may have to parking lot submit some things. If you have questions.

21 "Terri Werner" (3506680576)

00:01:35.665 --> 00:01:41.935

And deal with those things later in the presentation, or after the presentation, if you stay on.

22 "Terri Werner" (3506680576)

00:01:27.150 --> 00:01:39.390

And it's a, it's something we all do.

23 "Terri Werner" (3506680576)

00:01:39.390 --> 00:01:43.500

I am coercive at times I admit it.

24 "Terri Werner" (3506680576)

00:01:42.050 --> 00:01:46.710

I can kind of assist you at that time so thank you for understanding.

25 "Terri Werner" (3506680576)

00:01:43.500 --> 00:01:52.350

We live in a very coercive society. I keep mentioning that so we're all coercive. The conversion.

26 "Terri Werner" (3506680576)

00:01:48.325 --> 00:02:02.005

Okay, so some of the expectations for the course, we do encourage you all to use the chat function and the Chad is on the right hand side of your screen. It says chat.

27 "Terri Werner" (3506680576)

00:02:02.005 --> 00:02:06.625

So, if you open it up, if you all will, if you want to try, you can send me.

28 "Terri Werner" (3506680576)

00:01:52.350 --> 00:02:02.755

Is a person delivered punishment a worsening such as a threat humiliation put down that results in poor relationships and undesirable behaviors.

29 "Terri Werner" (3506680576)

00:02:02.785 --> 00:02:11.875

Okay but we live in a very, very coercive environment. Can you guys think of any ways in which we live in a.

30 "Terri Werner" (3506680576)

00:02:06.710 --> 00:02:15.540

A chat, I'm Terry Warner and you can go ahead and send it to me. And I'll see if everybody knows how to use the chat function.

31 "Terri Werner" (3506680576)

00:02:12.350 --> 00:02:13.590

Environment.

32 "Terri Werner" (3506680576)

00:02:13.590 --> 00:02:16.680

If you think about our.

33 "Terri Werner" (3506680576)

00:02:16.680 --> 00:02:28.645

Prisons system, our juvenile justice system. It's very coercive and are we submitted Semitism? Right? Can't say that word right now is like, 70%.

34 "Terri Werner" (3506680576)

00:02:28.645 --> 00:02:32.845

So people that have been in prison are the juvenile system. system

35 "Terri Werner" (3506680576)

00:02:18.565 --> 00:02:31.255

Also, while we're doing that I do encourage everyone to go ahead and grab out some paper and pen and take some notes, you know, we do encourage you to take lots of notes and hopefully,

36 "Terri Werner" (3506680576)

00:02:31.465 --> 00:02:36.805

you'll learn a lot from today's training and you'll want to take some notes that you can use a little bit later.

37 "Terri Werner" (3506680576)

00:02:33.180 --> 00:02:46.980

70% of those people end up going right back into the system. So something's not working. Our punitive measures are punitive way of dealing with. Undesired behavior is not being effective.

38 "Terri Werner" (3506680576)

00:02:37.110 --> 00:02:42.570

So, Hello, everyone welcome to the training. We're glad to have you.

39 "Terri Werner" (3506680576)

00:02:42.570 --> 00:02:49.140

Sounds like everybody is, is getting used to the, the chat box, which is good.

40 "Terri Werner" (3506680576)

00:02:46.980 --> 00:02:50.640

Society is proven this to us over and over again.

41 "Terri Werner" (3506680576)

00:02:50.640 --> 00:02:59.370

Can anybody else think of anything else where, you know, we, we use conversion as a way to punish people.

42 "Terri Werner" (3506680576)

00:02:51.475 --> 00:03:03.145

Okay, another thing, you know, I've got my cell phone on vibrate so if you will just go ahead and put your your phones on vibrate and if you need to step away, we totally understand feel free to do.

43 "Terri Werner" (3506680576)

00:03:03.145 --> 00:03:11.215

So because of the training, it's only 2 hours in length. We will not be taking a break today so we will be moving.

44 "Terri Werner" (3506680576)

00:03:03.900 --> 00:03:16.050

What about some of her? Okay yeah, absolutely. Christine when you go into the military, some useful version to break them down and then reinvent the soldier.

45 "Terri Werner" (3506680576)

00:03:11.390 --> 00:03:13.725

That I do understand if you need to take a break,

46 "Terri Werner" (3506680576)

00:03:15.315 --> 00:03:30.255

our objectives for today are we are going to be talking and learning about positive behavior supports what is positive behavior supports and why we think it's an absolutely wonderful training and opportunity for you to

47 "Terri Werner" (3506680576)

00:03:30.255 --> 00:03:31.335

learn and grow.

48 "Terri Werner" (3506680576)

00:03:16.050 --> 00:03:30.360

Yes, oh, my goodness. Yes. That's a huge 1 right there. I've got a lot of military in my family and I love our military. I support them 100%, but yes, very much. So my dad and I were just talking about.

49 "Terri Werner" (3506680576)

00:03:30.360 --> 00:03:35.460

That not too long ago, you know, his 12 weeks of.

50 "Terri Werner" (3506680576)

00:03:31.390 --> 00:03:38.040

And understanding those universal strategies that helps us all have better relationships with 1, another.

51 "Terri Werner" (3506680576)

00:03:35.460 --> 00:03:40.620

Oh, what is that where they, I can't remember what they call it. Um, but anyway.

52 "Terri Werner" (3506680576)

00:03:38.040 --> 00:03:41.340

We'll talk about fundamental facts of behavior.

53 "Terri Werner" (3506680576)

00:03:40.620 --> 00:03:55.200

He just said it was horrible the way he was treated absolutely horrendous. The way they put him down and basic training. There you go. Christine, thank you. Thank you. Guys had a had a moment there, but yes.

54 "Terri Werner" (3506680576)
00:03:41.340 --> 00:03:52.380
Uh, and we'll also talk about 4 different types of behavior and what each
1 of those mean and we'll give you some examples of each 1 that we
discuss today.

55 "Terri Werner" (3506680576)
00:03:52.380 --> 00:04:02.100
We're also going to be spending quite a bit of time talking about what is
conversion and punishment and what are the effects that coercion have.

56 "Terri Werner" (3506680576)
00:03:55.200 --> 00:04:02.220
And it made him angry. It really Chad, it made him very angry and
frustrated and.

57 "Terri Werner" (3506680576)
00:04:02.100 --> 00:04:08.520
They have on our relationships with 1 another why we should try and avoid
coercion and punishment.

58 "Terri Werner" (3506680576)
00:04:02.220 --> 00:04:07.350
And, um, just his self esteem was was, you know, affected.

59 "Terri Werner" (3506680576)
00:04:07.350 --> 00:04:18.840
So, I, I don't know, I don't know, you know, if they're still doing it
the way they used to, but it had a negative effect on his life for sure.
Because he's still talks about it.

60 "Terri Werner" (3506680576)
00:04:08.785 --> 00:04:19.585
We'll also be talking about 10 examples of conversion that again, we all
do every single 1 of us in this room today are coercive in some nature,

61 "Terri Werner" (3506680576)
00:04:19.615 --> 00:04:28.435
but we try and find ways to minimize the times in which we are and make a
plan to prevent those times, so we'll talk about that.

62 "Terri Werner" (3506680576)
00:04:18.840 --> 00:04:26.310
Okay, all right anything else besides basic training our, our criminal
justice system.

63 "Terri Werner" (3506680576)
00:04:26.310 --> 00:04:33.205
There's even some of our school systems are use the punitive measures
today.

64 "Terri Werner" (3506680576)
00:04:33.565 --> 00:04:46.225

A lot of them are using positive behavior supports, which is highly effective and there's so much data out there to support the school systems that have gone through positively here to support training. They're seeing that they're.

65 "Terri Werner" (3506680576)
00:04:28.520 --> 00:04:42.959

And, um, we're also going to be talking a little bit about, uh, let's see how to improve our interactions with others. So that's the, what to expect in today's training.

66 "Terri Werner" (3506680576)
00:04:44.879 --> 00:04:49.709

Okay, guys so positive behavior supports.

67 "Terri Werner" (3506680576)
00:04:46.310 --> 00:04:57.029

School dropout rate has decreased substantially. They're seeing that their office referrals have decreased substantially since they've been teaching and modeling.

68 "Terri Werner" (3506680576)
00:04:49.709 --> 00:04:55.134

It's all about increasing that quality of life through science of behavior.

69 "Terri Werner" (3506680576)
00:04:55.524 --> 00:05:09.684

So, tools of choice, which is what you're gonna be learning about today is a set of research based strategies, used to increase quality of life and decrease problem behaviors by teaching new skills and making changes.

70 "Terri Werner" (3506680576)
00:04:57.029 --> 00:05:07.109

These social skills, like, they would a math class, you know, their teaching respect, they're teaching responsible actions, so all of those things yes.

71 "Terri Werner" (3506680576)
00:05:07.109 --> 00:05:15.479

Any sports suspensions for attendance issues right? Cathy. Very, very good. So guys, we're all coercive.

72 "Terri Werner" (3506680576)
00:05:09.709 --> 00:05:12.059
In a person's environment.

73 "Terri Werner" (3506680576)
00:05:12.084 --> 00:05:22.224

Okay, so the, the science of behavior, or behavior analysis has been investigated, demonstrated through the science of behavior since around the 940.

74 "Terri Werner" (3506680576)

00:05:22.224 --> 00:05:31.974

so it's been around for a long period of time now and there's been hundreds of thousands of studies and research done on the effectiveness. on the effectiveness

75 "Terri Werner" (3506680576)

00:05:15.479 --> 00:05:26.489

And I'm going to be talking a lot about the different types of portion. The bottom line is, we're all coercive. We, we live in a very coercive society today.

76 "Terri Werner" (3506680576)

00:05:26.489 --> 00:05:37.949

We just got to understand that it does affect our relationships with others and it doesn't teach the behaviors that we want people to demonstrate that's going to improve their quality of life.

77 "Terri Werner" (3506680576)

00:05:32.059 --> 00:05:34.199

A positive behavior supports.

78 "Terri Werner" (3506680576)

00:05:34.199 --> 00:05:44.759

Okay, so many programs and schools training curriculums are based on the principals and techniques of using positive behavior supports.

79 "Terri Werner" (3506680576)

00:05:37.949 --> 00:05:43.199

Okay, so, instead of trying to stamp out that undesirable behavior.

80 "Terri Werner" (3506680576)

00:05:43.199 --> 00:05:50.879

Um, by by using those punitive models or approaches, we're going to encourage you to use the model.

81 "Terri Werner" (3506680576)

00:05:44.759 --> 00:05:51.269

So so it's an excellent training that I'm just really thrilled to talk about today.

82 "Terri Werner" (3506680576)

00:05:50.879 --> 00:05:54.239

Of whenever possible model, the behavior you want to see.

83 "Terri Werner" (3506680576)

00:05:52.014 --> 00:06:03.654

Positive behavior support, uses the public health model to structure interventions and if you will see our triangle, let me see if I can make it a little zoom out a little bit. Here.

84 "Terri Werner" (3506680576)

00:06:03.684 --> 00:06:11.214

There we go you see our little triangle down here, the green, yellow and red. So, we're going to talk a little bit about what that triangle means. Okay.

85 "Terri Werner" (3506680576)
00:05:54.239 --> 00:05:57.359
Teach it find creative ways to teach it.

86 "Terri Werner" (3506680576)
00:05:57.359 --> 00:06:00.629
And and reinforce it.

87 "Terri Werner" (3506680576)
00:06:00.629 --> 00:06:07.019
Okay, those are the things is going to improve change, improve, improve your relationships.

88 "Terri Werner" (3506680576)
00:06:07.019 --> 00:06:14.669
And make people want to be around you more, which is also going to improve that opportunity to teach those skills.

89 "Terri Werner" (3506680576)
00:06:11.269 --> 00:06:18.269
So, the green base, which is the bottom tier of that triangle represents those universal strategies.

90 "Terri Werner" (3506680576)
00:06:14.669 --> 00:06:20.249
People aren't going to want to learn from you if you're coercive in your techniques, they're going to want to avoid. Yeah.

91 "Terri Werner" (3506680576)
00:06:18.984 --> 00:06:30.294
That we all need in live to be successful. It's those quality of life areas that we need in order to, to have that good quality of life that we're all looking for. Okay.

92 "Terri Werner" (3506680576)
00:06:30.774 --> 00:06:36.924
And it, it's for the entire population and a healthy population about 80 to 9.

93 "Terri Werner" (3506680576)
00:06:23.189 --> 00:06:34.379
Okay, so discipline. Yeah, I remember when I heard this word discipline back in the day, when I was growing up, I thought it was bad and ugly and nasty and I'm in trouble and.

94 "Terri Werner" (3506680576)
00:06:34.379 --> 00:06:42.084
But disciplined with positive, be able to support it's just all about, you know, that that desired outcome of modeling,

95 "Terri Werner" (3506680576)
00:06:42.114 --> 00:06:49.464
teaching and motivating the person to be interested in doing desirable behaviors across all different situations.

96 "Terri Werner" (3506680576)
00:06:37.344 --> 00:06:45.204
90% of people will only need these strategies. We'll only need these supports in order to have that good quality of life. Okay.

97 "Terri Werner" (3506680576)
00:06:45.444 --> 00:06:57.294
So, we all need and part of tools of choice is really talking about how to build those healthy relationships that we all need in, like, to be successful. We all need. need

98 "Terri Werner" (3506680576)
00:06:49.679 --> 00:06:53.039
Okay, so that's discipline.

99 "Terri Werner" (3506680576)
00:06:53.364 --> 00:07:04.494
And again, in our school system, in the state of Missouri, a lot of our school systems are going towards that positively, every support curriculum. And this is what they're doing.

100 "Terri Werner" (3506680576)
00:07:04.644 --> 00:07:13.014
You know, they're, they're teaching those social skills that children need in live to be successful. And so.

101 "Terri Werner" (3506680576)
00:06:57.319 --> 00:07:08.009
Need to feel that we're valued we're respected when we do a good job. We're reinforced for the good deeds that we do either at work at home in our community.

102 "Terri Werner" (3506680576)
00:07:08.394 --> 00:07:12.774
And we have a strong natural support system that we can rely on.

103 "Terri Werner" (3506680576)
00:07:12.774 --> 00:07:25.614
We have if we want, we have opportunities to develop community connections within our communities, be a part of church or civic organizations, things that we find important.

104 "Terri Werner" (3506680576)
00:07:13.039 --> 00:07:15.539
And and again, it's quite quite effective.

105 "Terri Werner" (3506680576)
00:07:17.999 --> 00:07:30.179

Okay, here are the examples of conversion. We have many, many more types of portion out there. Um, but we're not gonna have time to talk about all of them. So we're gonna mention a few.

106 "Terri Werner" (3506680576)

00:07:25.919 --> 00:07:29.189

And that's going to help increase that quality of life.

107 "Terri Werner" (3506680576)

00:07:29.189 --> 00:07:41.009

The yellow tier represents that population that are at risk for poor outcomes. Maybe they need a little extra scoop of assistance for different.

108 "Terri Werner" (3506680576)

00:07:30.179 --> 00:07:35.639

And I want you guys to give me I want you to help me here and chat.

109 "Terri Werner" (3506680576)

00:07:35.639 --> 00:07:42.989

And again, we all do this every single 1 of us have used probably every 1 of these types of conversion.

110 "Terri Werner" (3506680576)

00:07:41.009 --> 00:07:53.309

Reasons some people might need some social skills training. Maybe some communication barriers that they may be faced with today that they may need a little bit of extra scoop of support.

111 "Terri Werner" (3506680576)

00:07:43.704 --> 00:07:57.444

But over the years, since I've been a tool's trainer, I promise you, I can guarantee you, I am much, much, much less coercive, and all my interactions with others than I was back before 2012, 2013.

112 "Terri Werner" (3506680576)

00:07:57.444 --> 00:08:02.934

so, what I've had to do is I've had to make a plan. i've had to make a plan

113 "Terri Werner" (3506680576)

00:07:53.309 --> 00:08:07.529

But these interventions are intended to be short term, whereas the green, they're ongoing, you know, they're always present. We always need those things. Okay but the yellow are short term interventions.

114 "Terri Werner" (3506680576)

00:08:02.989 --> 00:08:03.419

Okay.

115 "Terri Werner" (3506680576)

00:08:03.419 --> 00:08:09.029

To prevent those times in, which are more likely to be coercive.

116 "Terri Werner" (3506680576)

00:08:07.529 --> 00:08:15.149

That hopefully, after those things start to improve, then those interventions can be faded.

117 "Terri Werner" (3506680576)

00:08:09.029 --> 00:08:13.559

Okay, I know that lecturing is my go to.

118 "Terri Werner" (3506680576)

00:08:13.559 --> 00:08:25.259

But I also know that when I'm tired, or if somebody's been horsted towards me, I more likely to be coercive towards others. So I had to make a plan to prevent.

119 "Terri Werner" (3506680576)

00:08:15.149 --> 00:08:24.209

As the risk decreases in a health, so in a healthy population about 10 to 15% of our population are in that yellow category.

120 "Terri Werner" (3506680576)

00:08:24.804 --> 00:08:39.654

The red at the top of that tier that represents those that that might be in crisis and they need more intensive support needs. They might need a behavior analyst psychologists to psychiatrist short term. So, again.

121 "Terri Werner" (3506680576)

00:08:25.259 --> 00:08:30.449

Not reacting with coercion. All right. Um.

122 "Terri Werner" (3506680576)

00:08:30.449 --> 00:08:33.989

And I use the pivot tool, which I'll be talking a lot about here in a minute.

123 "Terri Werner" (3506680576)

00:08:33.989 --> 00:08:37.229

A lot, it's 1 of my favorite tools.

124 "Terri Werner" (3506680576)

00:08:37.229 --> 00:08:41.519

Okay, so when we talk about this, understand.

125 "Terri Werner" (3506680576)

00:08:39.984 --> 00:08:51.054

After the crisis has faded or has decreased and, um, those positive supports are in place and all those good things at the bottom tier are happening.

126 "Terri Werner" (3506680576)

00:08:51.054 --> 00:08:59.574

Now, then the need for that, those high intense supports will decrease and our maintenance may no longer be needed.

127 "Terri Werner" (3506680576)

00:08:41.874 --> 00:08:56.694

Were all coercive. Okay. So don't feel bad if I mentioned some of these things and you say well, that's my go too. That's what I do all the time. You know what so did I, and I still do I just try not to I try and really prevent it from happening.

128 "Terri Werner" (3506680576)

00:08:57.029 --> 00:09:00.569

But I'm not perfect and neither is anybody else.

129 "Terri Werner" (3506680576)

00:08:59.904 --> 00:09:14.874

Okay, so that's a little bit about our triangle that I wanted to mention real quick and the discussion for today, we're going to be talking about that bottom tier the tier that we all need in our live to have that good quality of life.

130 "Terri Werner" (3506680576)

00:09:00.569 --> 00:09:10.769

In this world, so questioning oh, my goodness. Questioning guys. And it's not like how you do it today. It's not bad.

131 "Terri Werner" (3506680576)

00:09:10.769 --> 00:09:24.869

It's it's questioning when you don't want a real answer, or it's kind of a negative tone, or it's sarcastic in in tone or your facial expressions, your body language.

132 "Terri Werner" (3506680576)

00:09:16.409 --> 00:09:22.469

Okay, so what makes this approach a difficult to accept.

133 "Terri Werner" (3506680576)

00:09:22.469 --> 00:09:36.774

I think 1 of the things that we kind of live in a coercive, negative environment, you know, I mean, you watch the news and it's kind of it's all about negative and undesirable things, undesirable behaviors that people demonstrate,

134 "Terri Werner" (3506680576)

00:09:37.434 --> 00:09:42.414

but through positive behavior supports. We have found in all the research that has been done.

135 "Terri Werner" (3506680576)

00:09:24.869 --> 00:09:31.859

Are kind of negative, you know um, and it's not pleasant. It's like, um.

136 "Terri Werner" (3506680576)

00:09:31.859 --> 00:09:35.399

How many times have I told you not to do that? Why are you doing this?

137 "Terri Werner" (3506680576)

00:09:35.399 --> 00:09:39.929

What's going on? Why why are you always late? Why do you always late for school?

138 "Terri Werner" (3506680576)

00:09:39.929 --> 00:09:47.309

Why can't you ever do the dishes machine? Can you guys think of anything that you do?

139 "Terri Werner" (3506680576)

00:09:42.469 --> 00:09:53.114

Since 1940 s, has has shown us that being kind and caring and supportive during good times during times which people are struggling, they're frustrated. They're sad.

140 "Terri Werner" (3506680576)

00:09:53.114 --> 00:10:02.144

They're angry being kind and caring at all times can really help that person be more successful. that person be more successful

141 "Terri Werner" (3506680576)

00:09:47.309 --> 00:09:53.099

To question others, that's kind of negative and tone. Um.

142 "Terri Werner" (3506680576)

00:09:53.099 --> 00:09:56.639

And it's kind of that put down, um.

143 "Terri Werner" (3506680576)

00:09:56.639 --> 00:10:02.909

Sometimes though guys, it's, it's because you're worried, you're scared.

144 "Terri Werner" (3506680576)

00:10:02.469 --> 00:10:12.184

Feel more valued feel more supported feel like, they can get through that hard moment with the support from other people that are caring in kind.

145 "Terri Werner" (3506680576)

00:10:12.424 --> 00:10:22.444

So you don't have to be mean, you don't have to be punitive in order to help people have more success in this life. You know, in a lot of the times the punitive measures that.

146 "Terri Werner" (3506680576)

00:10:02.909 --> 00:10:11.189

You know, you want that person to be successful. Um, so you don't need it to be mean you don't mean it to be hurtful.

147 "Terri Werner" (3506680576)

00:10:11.189 --> 00:10:22.769

But it can be and it can affect your relationship Christina. I love yours. Why can't you be more like your sister? Oh, my goodness. Comparing siblings. Why? You know what.

148 "Terri Werner" (3506680576)

00:10:22.469 --> 00:10:37.349

We once used have been proven to be ineffective. So so our goal is to teach people how to be positive, how to be focusing on people's desirable behaviors as much as you can throughout the day.

149 "Terri Werner" (3506680576)

00:10:22.769 --> 00:10:29.339

That, you know, what do you think and we've all done that Christine. I know I have.

150 "Terri Werner" (3506680576)

00:10:29.339 --> 00:10:32.759

But what do you think the outcome of that is you know.

151 "Terri Werner" (3506680576)

00:10:32.759 --> 00:10:35.939

Do you think that that person feels better.

152 "Terri Werner" (3506680576)

00:10:35.939 --> 00:10:45.479

Or is there self esteem taken a knock? Um, do you feel like it's going to change their behavior positively? Is it going to make your.

153 "Terri Werner" (3506680576)

00:10:37.349 --> 00:10:48.059

Okay, because the positive approach has proven to be highly, highly effective and producing change and helping people have that good quality of life that we're all searching for.

154 "Terri Werner" (3506680576)

00:10:45.479 --> 00:10:48.839

Relationship with that person a little better.

155 "Terri Werner" (3506680576)

00:10:49.889 --> 00:10:53.489

I don't know. Okay. Um, now.

156 "Terri Werner" (3506680576)

00:10:50.339 --> 00:11:00.599

Okay, so real quick. What I'd like for us to do is using the chat. Can you guys tell me what is behavior to you? What is the definition of behavior?

157 "Terri Werner" (3506680576)

00:10:53.489 --> 00:10:58.169

Yeah, it can it can cause resentment it could cause hurt feelings.

158 "Terri Werner" (3506680576)

00:10:58.169 --> 00:11:04.139

It could cause that person to feel like they're not good enough. Their never be good enough as their sister.

159 "Terri Werner" (3506680576)

00:11:00.599 --> 00:11:04.769
Anybody there'll be some, uh, chats.

160 "Terri Werner" (3506680576)
00:11:04.139 --> 00:11:10.559
Okay, so all of those things can have that outcome affect. Thank you, Christine. I appreciate that.

161 "Terri Werner" (3506680576)
00:11:10.559 --> 00:11:14.489
Arguing arguing.

162 "Terri Werner" (3506680576)
00:11:14.004 --> 00:11:26.604
Anybody so, while, while it's coming in, that green represents the universal strategies, it represents that healthy population and it's,

163 "Terri Werner" (3506680576)
00:11:26.634 --> 00:11:31.074
it's the supports that we all need in our live to have that good quality of life.

164 "Terri Werner" (3506680576)
00:11:14.489 --> 00:11:17.609
Um, are you right?

165 "Terri Werner" (3506680576)
00:11:17.609 --> 00:11:32.369
Are you are you with me don't argue with me and both parties kind of lose. I mean, you know, they come away with the situation kind of not feeling real good feeling kind of.

166 "Terri Werner" (3506680576)
00:11:32.369 --> 00:11:43.434
Hurt hurt or disgruntled, you know, and it just doesn't. It doesn't make that relationship better. In fact, it makes it kind of. Whew, man.

167 "Terri Werner" (3506680576)
00:11:43.434 --> 00:11:50.964
I was having a great day and then I had this argument over the stupid dishes and now I feel horrible. And I know my husband does too, so we both go bad.

168 "Terri Werner" (3506680576)
00:11:34.049 --> 00:11:41.219
Okay, how people act or conduct themselves whether negative or positive. Okay. Awesome, Kathy, thank you. For that.

169 "Terri Werner" (3506680576)
00:11:41.219 --> 00:11:50.249
Wonderful anybody else have an idea of what behavior is its actions. Christine said, actions that stem from good or bad feelings.

170 "Terri Werner" (3506680576)

00:11:50.249 --> 00:11:54.209
Excellent. Wonderful. Anyone else.

171 "Terri Werner" (3506680576)
00:11:51.239 --> 00:11:57.989
And we could have had a great evening. So arguing, it's often coercive.

172 "Terri Werner" (3506680576)
00:11:57.239 --> 00:12:01.439
Any other ideas those are really good. Very, very good.

173 "Terri Werner" (3506680576)
00:11:57.989 --> 00:12:02.939
Okay, and maybe if we all we do is argue.

174 "Terri Werner" (3506680576)
00:12:01.439 --> 00:12:04.889
Somebody I've heard behaviors, communication.

175 "Terri Werner" (3506680576)
00:12:02.939 --> 00:12:07.079
Um, it could affect the outcome of our relationship in the future.

176 "Terri Werner" (3506680576)
00:12:07.079 --> 00:12:10.559
So, anybody have anything to say about arguing.

177 "Terri Werner" (3506680576)
00:12:07.469 --> 00:12:13.949
Okay, wonderful guys, thank you for that. Okay, so, behavior is.

178 "Terri Werner" (3506680576)
00:12:13.079 --> 00:12:19.079
We all do it, we just got to try and prevent it from happening as much as we possibly can.

179 "Terri Werner" (3506680576)
00:12:13.949 --> 00:12:19.139
Anything that a person does that can be seen and counted.

180 "Terri Werner" (3506680576)
00:12:19.079 --> 00:12:23.669
Sarcasm teasing, let me know how many of you guys.

181 "Terri Werner" (3506680576)
00:12:19.139 --> 00:12:24.719
So, if anything that a behavior that a person does that can be seen and counting, that's behavior.

182 "Terri Werner" (3506680576)
00:12:23.669 --> 00:12:29.099
Um, like a little sarcasm, you know, you use it. It's, it's your go too.

183 "Terri Werner" (3506680576)

00:12:24.719 --> 00:12:29.219
Okay all right and we can keep data on it.

184 "Terri Werner" (3506680576)
00:12:29.219 --> 00:12:38.129
You know, um, and and as that working in this field, we're very data oriented, and we like to keep data to see our behaviors improving.

185 "Terri Werner" (3506680576)
00:12:31.464 --> 00:12:43.374
Anybody sarcasm yeah, Joe yeah. Yeah. My brother loves sarcasm and I, you know, it's like most of time.

186 "Terri Werner" (3506680576)
00:12:43.374 --> 00:12:46.884
It's funny, but sometimes, Joe, sometimes.

187 "Terri Werner" (3506680576)
00:12:38.129 --> 00:12:47.309
Um, are those undesirable behaviors? Are they decreasing? So those are things that we we kind of look at. So, what I'd like for you guys to do now.

188 "Terri Werner" (3506680576)
00:12:47.039 --> 00:12:59.574
It has that little sting to it that I'm like. Oh, man, did you go a little too far man that was a little hurtful. That was a little unkind. I don't know. I don't know about that. You know, cause it can have that little stain to it.

189 "Terri Werner" (3506680576)
00:12:59.904 --> 00:13:06.684
So you say the opposite of what you mean or make fun of someone either maliciously or and most of the time it's playfully though.

190 "Terri Werner" (3506680576)
00:12:47.309 --> 00:12:55.679
Is in Chad, I want you to think of any behaviors that come to your mind behaviors that you have observed at home.

191 "Terri Werner" (3506680576)
00:12:55.764 --> 00:13:09.984
At work at, you know, you're, you're, you know, if you work with individuals with children, what are some behaviors? Typical behaviors that you see, and I will write those down as they come in. I'm a little bit delayed in my writing.

192 "Terri Werner" (3506680576)
00:13:09.984 --> 00:13:11.364
So bear with us here.

193 "Terri Werner" (3506680576)
00:13:07.039 --> 00:13:07.529
Is.

194 "Terri Werner" (3506680576)

00:13:07.529 --> 00:13:20.154

But it still has that steam and it depends on the person in your relationship. Remember context context is huge here. You know, you might have a lot of sarcasm conversations with your friends, your peers.

195 "Terri Werner" (3506680576)

00:13:20.154 --> 00:13:23.814

They, they, you know, you're both sarcastic to 1 another and it works.

196 "Terri Werner" (3506680576)

00:13:11.639 --> 00:13:17.819

But any behaviors, what do you guys think here? What are some behaviors that you see.

197 "Terri Werner" (3506680576)

00:13:17.819 --> 00:13:22.199

I'm yelling now. Okay. Yelling out. Good. All right.

198 "Terri Werner" (3506680576)

00:13:24.029 --> 00:13:38.814

But other people, you know, a lot of people I work with personally guys in my field, I work with people who have intellectual developmental disabilities and sometimes they're more liberal thinkers and more black and white and they don't understand it's sarcasm.

199 "Terri Werner" (3506680576)

00:13:39.174 --> 00:13:42.504

If I said to them. Well, you're not the smartest crown in the book. Are you.

200 "Terri Werner" (3506680576)

00:13:24.419 --> 00:13:35.609

Any other behaviors okay.

201 "Terri Werner" (3506680576)

00:13:35.609 --> 00:13:43.379

Anger and frustrations due illustrations do to not wanting to do what.

202 "Terri Werner" (3506680576)

00:13:42.809 --> 00:13:52.679

Or in the box, they may not know what I, you know, that's kind of hurtful. They may not understand what that means though.

203 "Terri Werner" (3506680576)

00:13:43.379 --> 00:13:47.009

Is asked okay, so.

204 "Terri Werner" (3506680576)

00:13:47.009 --> 00:13:50.159

Okay all right anything else.

205 "Terri Werner" (3506680576)

00:13:52.679 --> 00:13:58.259

And it can really affect my relationship with them. So we've gotta be careful there force.

206 "Terri Werner" (3506680576)

00:13:55.349 --> 00:13:58.799

Any other behaviors hitting. Okay.

207 "Terri Werner" (3506680576)

00:13:58.259 --> 00:14:01.409

Verbal physical aggression sometimes both.

208 "Terri Werner" (3506680576)

00:13:58.799 --> 00:14:02.099

Hitting kicking whining.

209 "Terri Werner" (3506680576)

00:14:01.409 --> 00:14:10.109

It can have a detrimental effect on our relationship with others and we often teach people, um.

210 "Terri Werner" (3506680576)

00:14:04.079 --> 00:14:09.149

There's some yeah, anybody else we'll, we'll do maybe 3 or 4 more.

211 "Terri Werner" (3506680576)

00:14:10.344 --> 00:14:14.994

Those things that we really don't want them to do, because it's going to affect their quality of life.

212 "Terri Werner" (3506680576)

00:14:15.564 --> 00:14:30.024

So, if we use physical force, you know, they may learn to use physical force with others or, you know, if we do a lot of screaming and yelling and cursing, you know, they may pick up that behavior from us and do it in their own world. And they're.

213 "Terri Werner" (3506680576)

00:14:10.319 --> 00:14:14.849

As can think of any rowing.

214 "Terri Werner" (3506680576)

00:14:14.849 --> 00:14:21.659

I hope you are able to see now that I'm putting some things in.

215 "Terri Werner" (3506680576)

00:14:21.659 --> 00:14:25.199

Doing dishes is 1.

216 "Terri Werner" (3506680576)

00:14:29.064 --> 00:14:43.464

Ooh, I got smiling. Awesome. Awesome. Okay. That's a really good guys. You guys, if anybody else wants to put any more, I'll, I'll shaking in anger. Okay shaking and anger.

217 "Terri Werner" (3506680576)
00:14:30.109 --> 00:14:32.609
Relationships with others.

218 "Terri Werner" (3506680576)
00:14:32.994 --> 00:14:44.664
But we've all been verbally, you know, we've all used verbal force, you know, in some of our parents use some physical discipline techniques on us. But, you know what?

219 "Terri Werner" (3506680576)
00:14:44.664 --> 00:14:52.314
Most of our parents outweighed them, they may have used some of these techniques. But boy, were they supportive? Most of the time, so they had.

220 "Terri Werner" (3506680576)
00:14:43.859 --> 00:14:51.869
Awesome. Okay. Okay. Guys. So, what I'm going to do now is I want to I'm going to put a check mark.

221 "Terri Werner" (3506680576)
00:14:51.869 --> 00:14:56.429
By some of those some behaviors and I kind of want you to.

222 "Terri Werner" (3506680576)
00:14:52.609 --> 00:15:00.299
High rate of positive, desirable interactions with us that outweighed some of those coercive interactions.

223 "Terri Werner" (3506680576)
00:14:56.429 --> 00:14:59.759
Think about the check marks that I'm putting in here.

224 "Terri Werner" (3506680576)
00:14:59.759 --> 00:15:04.289
And see what they might have in common with 1, another.

225 "Terri Werner" (3506680576)
00:15:00.299 --> 00:15:05.279
Um, but sometimes in a lot of the populations that we work with.

226 "Terri Werner" (3506680576)
00:15:05.279 --> 00:15:13.409
You know, all people have ever been faced with are those negative coercive interactions. That's all. They've ever know.

227 "Terri Werner" (3506680576)
00:15:06.839 --> 00:15:11.369
Let me know, and chat. What do you think yelling out tantrum?

228 "Terri Werner" (3506680576)
00:15:11.369 --> 00:15:15.839
Anger or frustration due to not wanting to do what it.

229 "Terri Werner" (3506680576)

00:15:13.409 --> 00:15:20.669

You know, and been exposed to, um, so we do want to try and minimize all these things when they occur.

230 "Terri Werner" (3506680576)

00:15:15.839 --> 00:15:24.389

Hitting kicking whining, shaking in anger. What are all those things have in common WH, what's your thoughts on those things?

231 "Terri Werner" (3506680576)

00:15:20.669 --> 00:15:25.649

And and make a plan to prevent them as much as we can.

232 "Terri Werner" (3506680576)

00:15:25.314 --> 00:15:32.244

Anybody yes, yes, Ricky, they're negative behaviors. Absolutely.

233 "Terri Werner" (3506680576)

00:15:32.634 --> 00:15:44.304

And in our world today, like I mentioned, just a few minutes ago, we often focus on those undesirable behaviors that we see all the time. You know, we see it in the news. We see it on social.

234 "Terri Werner" (3506680576)

00:15:25.649 --> 00:15:29.489

Threats, how many of you guys have used threats.

235 "Terri Werner" (3506680576)

00:15:29.489 --> 00:15:38.429

I know I have if you don't let your seatbelt on, I'm not gonna take you to Walmart. I'm not going to do it not doing it.

236 "Terri Werner" (3506680576)

00:15:38.429 --> 00:15:50.154

And then, what do I do as a grandma? I go to Walmart the next day with my grandchild. They're empty threats, right? How many of you guys have done it? christine's guilty yeah. There you go.

237 "Terri Werner" (3506680576)

00:15:50.154 --> 00:15:58.254

Christine, um, if you don't do your homework, you're not going to them all this weekend. Well, I want to go to them all too. So you give in, you.

238 "Terri Werner" (3506680576)

00:15:44.389 --> 00:15:49.829

Media tick tock, um, you know, Facebook.

239 "Terri Werner" (3506680576)

00:15:50.424 --> 00:15:56.574

Instagram all those things all we always see in here about are those negative behaviors.

240 "Terri Werner" (3506680576)

00:15:56.634 --> 00:16:09.654

All right, but I'm going to challenge you today to start looking at all those desirable behaviors that people demonstrate every single day because remember the definition of behavior, anything that is seen and counted.

241 "Terri Werner" (3506680576)

00:15:58.429 --> 00:16:03.059

Take your child to the mall what what did they learn from all those empty threats?

242 "Terri Werner" (3506680576)

00:16:03.059 --> 00:16:10.829

What do we do? We all do it. They learn our threats. Don't mean nothing. There's no follow through.

243 "Terri Werner" (3506680576)

00:16:10.154 --> 00:16:15.554

So so we've got some really wonderful behaviors in here. We've got singing.

244 "Terri Werner" (3506680576)

00:16:15.734 --> 00:16:26.654

That's an awesome desirable behavior when people seeing it makes them happy and makes them feel good and makes other people around them feel good doing dishes.

245 "Terri Werner" (3506680576)

00:16:10.829 --> 00:16:14.459

You know, um, and again.

246 "Terri Werner" (3506680576)

00:16:14.459 --> 00:16:26.244

It creates that negative between us and that person, you know, it doesn't improve that relationship at that moment. It doesn't make it a good quality interaction.

247 "Terri Werner" (3506680576)

00:16:26.334 --> 00:16:32.784

It just becomes negative and hurtful and both parties kind of feel bad. Afterwards.

248 "Terri Werner" (3506680576)

00:16:26.909 --> 00:16:30.419

You know, doing dishes as a responsible action item.

249 "Terri Werner" (3506680576)

00:16:30.419 --> 00:16:35.189

And that we want and encourage people to demonstrate, right?

250 "Terri Werner" (3506680576)

00:16:32.969 --> 00:16:37.199

Okay.

251 "Terri Werner" (3506680576)

00:16:35.814 --> 00:16:44.334

Smiling smiling is a desirable behavior, so we challenge everyone today to start looking at those opportunities.

252 "Terri Werner" (3506680576)

00:16:44.334 --> 00:16:55.104

When people all around you at work at home in your community are demonstrating those desirable actions. Okay. And focus on those reinforce.

253 "Terri Werner" (3506680576)

00:16:38.969 --> 00:16:50.364

So instead of threats, we have a tool that if you, if you want to learn more about come back to our tools of choice, uh, training in addition to the 2 hour, we have a,

254 "Terri Werner" (3506680576)

00:16:50.394 --> 00:16:58.884

we have a reliance module training and then a practice workshop where you really practice a lot of these skills and set expectations is 1.

255 "Terri Werner" (3506680576)

00:16:55.189 --> 00:16:59.039

Those when you see them, because it can really make a difference.

256 "Terri Werner" (3506680576)

00:16:58.969 --> 00:17:11.219

We teach what to do versus using some of these course techniques, you know, you set expectations and I kind of mentioned it earlier or donor, you know, if you, um.

257 "Terri Werner" (3506680576)

00:16:59.039 --> 00:17:04.289

And that's what positive behavior supports is all about, is focusing on those desirable actions.

258 "Terri Werner" (3506680576)

00:17:04.289 --> 00:17:08.369

Of of others, so.

259 "Terri Werner" (3506680576)

00:17:08.369 --> 00:17:21.689

It's best to talk about behavior as specific actions, rather than categories and we're going to go back to, um, our, what we put in just a few seconds ago, but.

260 "Terri Werner" (3506680576)

00:17:11.219 --> 00:17:25.824

If you choose to clean your room today and pick up your clothes off your floor and put them in the laundry room and do your laundry then you'll

earn an extra 45 minutes of video game if you choose not to then you won't earn that extra 45 minutes a video game,

261 "Terri Werner" (3506680576)

00:17:25.824 --> 00:17:31.044

it's your choice. So I'm not checking anything away. I'm not threatening not threatening. not threatening

262 "Terri Werner" (3506680576)

00:17:21.689 --> 00:17:28.079

So instead of saying, rude, what is rude even me roommate.

263 "Terri Werner" (3506680576)

00:17:28.079 --> 00:17:36.449

Be something different to each 1 of us in the room based on our own prior histories of seeing people demonstrate through behavior.

264 "Terri Werner" (3506680576)

00:17:31.219 --> 00:17:39.809

I'm giving them an opportunity to earn an opportunity to, um, do the right thing do that desired behavior.

265 "Terri Werner" (3506680576)

00:17:36.474 --> 00:17:49.434

Okay, so it's based on our learning histories, it's based on, you know, maybe my upbringing when I see rude, I think, totally different than maybe cat does.

266 "Terri Werner" (3506680576)

00:17:49.554 --> 00:17:56.364

Okay so we need to specific specifically define what rude means break it down into specific actions. So we.

267 "Terri Werner" (3506680576)

00:17:39.809 --> 00:17:46.319

Criticism, man. Oh, my gosh, John. Did I ask you to.

268 "Terri Werner" (3506680576)

00:17:46.319 --> 00:17:56.159

Sweep the floor that floor is so dirty. It's did you even sweet Joe? I don't even think you sweat. Oh, my goodness. It doesn't even look like you did anything.

269 "Terri Werner" (3506680576)

00:17:56.159 --> 00:18:06.989

What is going on Kathy? Did you make your bed? Because it didn't look like it it looks horrible by the way. Come on Kathy. What is going on? We talked about this.

270 "Terri Werner" (3506680576)

00:17:56.449 --> 00:18:03.539

All know what we're referring to, and again we can keep data on it to see is that rude behavior.

271 "Terri Werner" (3506680576)

00:18:03.539 --> 00:18:16.854

Is it decreasing based on what we're trying to do by teaching and encouraging new skills by teaching respectful and kind behaviors. So, is that behavior of rudeness decreasing?

272 "Terri Werner" (3506680576)

00:18:16.854 --> 00:18:23.514

But if you just say rude, we may not even know what we're talking about, or what we're referencing what we want to help that person.

273 "Terri Werner" (3506680576)

00:18:08.279 --> 00:18:15.119

Cathy and Joe, how do you feel right now they'll make it feel good.

274 "Terri Werner" (3506680576)

00:18:16.529 --> 00:18:25.619

Did I concentrate on the fact that you attempted to make your bed that you attempted to clean your room and may not be after my standards.

275 "Terri Werner" (3506680576)

00:18:23.539 --> 00:18:25.169

Learn how to do.

276 "Terri Werner" (3506680576)

00:18:25.169 --> 00:18:30.149

Okay, so let's go back to our list just very briefly. I'm just going to.

277 "Terri Werner" (3506680576)

00:18:25.619 --> 00:18:28.979

But you gave it in a chat. Okay.

278 "Terri Werner" (3506680576)

00:18:28.979 --> 00:18:34.559

You you went in there and you gave it an effort it's better than it was. May not be perfect.

279 "Terri Werner" (3506680576)

00:18:30.149 --> 00:18:40.859

Kind of briefly look at this. So so now I'm going to put an X mark by some bigger categories and you let me know if if you agree.

280 "Terri Werner" (3506680576)

00:18:34.559 --> 00:18:40.739

On my standards, so our focus is on what what you guys to focus on Kathy.

281 "Terri Werner" (3506680576)

00:18:40.739 --> 00:18:45.869

Or Joe, what should I focus on instead? It being critical.

282 "Terri Werner" (3506680576)

00:18:40.859 --> 00:18:46.199

Tantrum tantrum a big category. It needs to be further broken down.

283 "Terri Werner" (3506680576)

00:18:46.824 --> 00:18:55.104

What do you think? I'm not speaking to you right now I don't blame Joe. I wouldn't speak to me either. You know, I was very mean. I was very critical.

284 "Terri Werner" (3506680576)

00:18:56.634 --> 00:19:04.284

It's all right, Joe you know, Joe, I just appreciate you making the effort to clean your, your.

285 "Terri Werner" (3506680576)

00:18:46.199 --> 00:18:51.029

You know, a lot of these are yelling hitting.

286 "Terri Werner" (3506680576)

00:18:51.804 --> 00:18:58.644

Kicking, you know, a lot of these things are bigger categories that we may need to break down more specifically.

287 "Terri Werner" (3506680576)

00:18:59.004 --> 00:19:10.554

I don't know about you, but when I think of tantrum again, I may think of remembering my 2 year old having a tantrum by kind of yelling and screaming. Maybe throwing or.

288 "Terri Werner" (3506680576)

00:19:04.589 --> 00:19:16.409

The kitchen floor it looks so nice. Yeah. Keep it up. Joe cause you're, you're doing a great job, you know, being responsible and taking care of and pride in your own home way to go buddy.

289 "Terri Werner" (3506680576)

00:19:11.029 --> 00:19:23.189

Down on the ground, whereas if you thought of somebody demonstrated to tantrum, you could kind of go back to your, your child when they were a teenager and how they throw a tantrum or your 8 year old.

290 "Terri Werner" (3506680576)

00:19:16.409 --> 00:19:21.629

A little better. Joe. Are you speaking to me now?

291 "Terri Werner" (3506680576)

00:19:21.629 --> 00:19:25.079

All right just fair.

292 "Terri Werner" (3506680576)

00:19:23.844 --> 00:19:36.894

So, it all it, it's based on our own prior histories of remembering what that tantrum looks like and everybody that throws tantrums. It may look a little bit different than 1. another. Okay.

293 "Terri Werner" (3506680576)

00:19:37.854 --> 00:19:43.104

Same thing with hitting hitting is a big old category. Did they hit once twice? Was it.

294 "Terri Werner" (3506680576)

00:19:25.079 --> 00:19:29.729

You say, and act as if you don't know what to do, man Christine.

295 "Terri Werner" (3506680576)

00:19:29.729 --> 00:19:43.139

You know, I take you, I take you to get a soda all the time and I'm always nice to you. So I don't understand why you're being. So mean, to me today, I just don't get it because I do all this stuff for you.

296 "Terri Werner" (3506680576)

00:19:43.139 --> 00:19:51.809

Why so you say and act as if you don't know what to do or giving up are hopeless.

297 "Terri Werner" (3506680576)

00:19:43.189 --> 00:19:46.859

Open hand here or a closed fist how did they have.

298 "Terri Werner" (3506680576)

00:19:46.859 --> 00:19:59.099

You know, what was the intensity of that hit? So all of those things need to be broken down into specific actions. So we can keep data on it to better understand. Are we improving? Um.

299 "Terri Werner" (3506680576)

00:19:51.809 --> 00:19:54.869

So, you are creating a worsening that person's life.

300 "Terri Werner" (3506680576)

00:19:54.869 --> 00:19:59.879

You know, it's not improving the situation. It's not making that person feel better.

301 "Terri Werner" (3506680576)

00:19:59.099 --> 00:20:04.259

Are we assisting that person to improve and demonstrate more desirable actions?

302 "Terri Werner" (3506680576)

00:19:59.879 --> 00:20:06.689

You know, Joe says I'm good. So that's great. All right. Just spare.

303 "Terri Werner" (3506680576)

00:20:04.259 --> 00:20:10.709

Okay all right so moving on, um.

304 "Terri Werner" (3506680576)

00:20:06.689 --> 00:20:17.189

We all do that. I tend to do that. Sometimes I got to really watch this 1 with my adult children. Oh, how come you never come and see me, you know, I do all this stuff for you.

305 "Terri Werner" (3506680576)

00:20:10.709 --> 00:20:17.789

Another thing that we're going to be learning a lot about are the 4 universal categories of behavior.

306 "Terri Werner" (3506680576)

00:20:17.189 --> 00:20:22.439

It doesn't help doesn't improve the situation. It makes them feel bad. Makes me feel bad.

307 "Terri Werner" (3506680576)

00:20:17.789 --> 00:20:24.479

Okay, so when we think about behavior, we're going to classify them and in 4 ways.

308 "Terri Werner" (3506680576)

00:20:22.439 --> 00:20:26.039

Lecture lectures 1 of mine I told you that.

309 "Terri Werner" (3506680576)

00:20:24.479 --> 00:20:31.949

And we're going to look at desirable actions of others, which are identified as significant and just okay.

310 "Terri Werner" (3506680576)

00:20:27.354 --> 00:20:32.034

Love a free soda, Christine. Okay. Lecture.

311 "Terri Werner" (3506680576)

00:20:32.064 --> 00:20:45.624

It's like, Charlie Brown's teacher want want what went talking about what should be done instead instead or talking too much by repetitively saying the same thing over and over.

312 "Terri Werner" (3506680576)

00:20:31.949 --> 00:20:39.239

Behaviors then we're going to look at undesirable behaviors of other people and that could be serious.

313 "Terri Werner" (3506680576)

00:20:39.239 --> 00:20:49.979

Or annoying jump, those are the behaviors that really get under our skin. So, let's kind of look at those desirable behaviors. Those are the behaviors that we want to increase. We want to teach.

314 "Terri Werner" (3506680576)

00:20:46.039 --> 00:20:50.999

Over they already know what you're going to say, they already know what they're what they're supposed to be doing.

315 "Terri Werner" (3506680576)

00:20:49.979 --> 00:20:56.609

We want to model and we want to reinforce those when we see those. We want to provide some positive consequences.

316 "Terri Werner" (3506680576)

00:20:51.564 --> 00:21:06.174

So, that lecture isn't really improving anything it's not making things better. It's not teaching them anything. Um, in fact, they might be looking right at you shaking their head, but they're gone. They're somewhere else or an outer space. Then they're not paying attention because you've said the same thing.

317 "Terri Werner" (3506680576)

00:21:06.174 --> 00:21:07.164

20 times.

318 "Terri Werner" (3506680576)

00:20:56.609 --> 00:21:00.629

Because it's going to improve the quality of life of those individuals.

319 "Terri Werner" (3506680576)

00:21:00.804 --> 00:21:13.884

Okay, and so significant are those behaviors that's really going to help that person have success in their relationships with others at work at home at school.

320 "Terri Werner" (3506680576)

00:21:14.274 --> 00:21:20.604

And it's, it's really those behaviors that we want to encourage and teach and reinforce just okay. Behaviors.

321 "Terri Werner" (3506680576)

00:21:07.349 --> 00:21:11.819

Okay um, so it's kind of ineffective.

322 "Terri Werner" (3506680576)

00:21:14.009 --> 00:21:26.999

So, Christie, I made this mistake with my yeah, with your older kids. 1 day. My oldest is like, I know I love it. I know. Yes, but we do it. Christine. Oh, my gosh.

323 "Terri Werner" (3506680576)

00:21:20.629 --> 00:21:29.429

Those are behaviors that typically happen on a day to day basis, but we often take a, you know, we often take them for granted.

324 "Terri Werner" (3506680576)

00:21:26.999 --> 00:21:30.389

So, all we can do is make a plan.

325 "Terri Werner" (3506680576)

00:21:29.724 --> 00:21:43.914

You know, such as saying, thank you or please, those are behaviors that are typical. You know, we say, thank you when somebody passes something, we say, please, we may shut the door, you know, behind us.

326 "Terri Werner" (3506680576)
00:21:44.004 --> 00:21:46.554
All right but boy, when they don't happen.

327 "Terri Werner" (3506680576)
00:21:30.389 --> 00:21:39.359
To prevent the multiple times, we do these things and try and minimize the times we do try and make a plan to prevent.

328 "Terri Werner" (3506680576)
00:21:39.359 --> 00:21:48.869
And again, doing more of the teaching of the skills and modeling those things and using set expectations that I keep referring to.

329 "Terri Werner" (3506680576)
00:21:46.859 --> 00:21:57.809
People pay attention to it, so just okay. Behaviors. So we still want to recognize we want to reinforce occasionally because we want those behaviors to continue in the future.

330 "Terri Werner" (3506680576)
00:21:49.374 --> 00:22:00.624
Take it away we've all done this 1. we've taken away possessions, privileges, phone usage to try and change behavior. Okay. We've all done it.

331 "Terri Werner" (3506680576)
00:22:00.624 --> 00:22:06.474
And we'll probably do it again, but instead use that earner donor. You know, again.

332 "Terri Werner" (3506680576)
00:21:57.809 --> 00:22:12.029
The undesirable behaviors serious the series are those behaviors that are harmful, physically harmful to sell for others. There may be some property destruction. They could be against the law.

333 "Terri Werner" (3506680576)
00:22:06.779 --> 00:22:18.894
If you choose to do this, then you will earn this if you choose not to earn this privilege. Okay. But I'm not taking anything away. I'm, I'm having that person earn that. Okay.

334 "Terri Werner" (3506680576)
00:22:19.014 --> 00:22:23.004
There's a big difference between earn and donor and taking things away.

335 "Terri Werner" (3506680576)
00:22:12.029 --> 00:22:16.409
Okay, so those are behaviors that we want to prevent or interrupt.

336 "Terri Werner" (3506680576)

00:22:16.734 --> 00:22:29.064

The annoying junk behaviors. Those are behaviors are really good under our skin. They happen a lot they're age typical or functioning level typical, but boy, do they get under our skin?

337 "Terri Werner" (3506680576)

00:22:29.394 --> 00:22:31.974

And when they happen, we react to it.

338 "Terri Werner" (3506680576)

00:22:23.309 --> 00:22:33.359

I'm not taking that phone away. I'm having them earn it. If they choose to do the things that's going to help them in lie, learn those responsible actions, learn those respects.

339 "Terri Werner" (3506680576)

00:22:32.279 --> 00:22:38.009

And lots of different ways, and often, sometimes our reaction to that junk behavior.

340 "Terri Werner" (3506680576)

00:22:33.359 --> 00:22:40.229

The respectful behaviors talking about a person's bad behavior, uh, when the person's present.

341 "Terri Werner" (3506680576)

00:22:38.334 --> 00:22:52.224

Can create a serious outcome so these are the behaviors that we're going to talk a lot about today and we categorize them because again, remember how we want to define them as specific actions. We want to break those things down.

342 "Terri Werner" (3506680576)

00:22:52.614 --> 00:22:54.324

So, instead of saying.

343 "Terri Werner" (3506680576)

00:22:40.824 --> 00:22:51.354

That's a big 1 guys. Oh, my goodness. I remember doing this when my husband came home and, um, oh, my gosh. You wouldn't believe what Justin did today. Oh, he was horrible. Justin was sitting right there.

344 "Terri Werner" (3506680576)

00:22:51.354 --> 00:22:59.754

He's my son, you know, and it really affected my relationship with Justin and it just didn't turn out. Well.

345 "Terri Werner" (3506680576)

00:22:55.229 --> 00:23:08.099

Respectful behavior. Well, that's a great behavior. That's a desirable significant behavior. But what does respect even look like in different

different environments different contacts. So we still have to break those things down.

346 "Terri Werner" (3506680576)
00:23:00.229 --> 00:23:09.209

So, we got to really watch this 1 and do everything we can to avoid talking about the person in front of others because it does help.

347 "Terri Werner" (3506680576)
00:23:08.099 --> 00:23:22.709

And to specific actions okay, so remember whether a behavior is desirable or undesirable often depends on contacts in which the behavior occurs. So I'm going to give you an example here.

348 "Terri Werner" (3506680576)
00:23:09.209 --> 00:23:16.409

Hurt their self esteem, it affects our relationship with that person and it just produces a very poor outcome.

349 "Terri Werner" (3506680576)
00:23:16.409 --> 00:23:24.029

Okay, so we're going to have to kind of move on because I just realized the time, but we got we got a lot to do.

350 "Terri Werner" (3506680576)
00:23:23.759 --> 00:23:28.019

Um, let's say that, um.

351 "Terri Werner" (3506680576)
00:23:24.029 --> 00:23:35.129

The effects, of course, and guys, you just did that Ricky well, you know, so did so do I mean, I've done it again. I just have to really.

352 "Terri Werner" (3506680576)
00:23:28.019 --> 00:23:35.009

Yelling yelling yelling could yelling, be a significant behavior.

353 "Terri Werner" (3506680576)
00:23:35.009 --> 00:23:39.029

When could yelling be a good desirable action of somebody.

354 "Terri Werner" (3506680576)
00:23:35.129 --> 00:23:41.369

Make an effort not to and, you know, and and minimize those opportunities.

355 "Terri Werner" (3506680576)
00:23:39.029 --> 00:23:47.429

Yelling, what do you guys think when could yelling be a significant desirable behavior.

356 "Terri Werner" (3506680576)
00:23:41.369 --> 00:23:50.759

But what are the effects guys? What are the effects of conversion Joe?
What was the effect of the cores? And I use on you while ago?

357 "Terri Werner" (3506680576)

00:23:47.429 --> 00:23:57.089

We had it on our list earlier when something's on fire Christine said
absolutely Christine when something's on fire yelling now.

358 "Terri Werner" (3506680576)

00:23:50.759 --> 00:23:56.549

Did you want to get even with me? Did you all want to avoid me or escape
contact with me?

359 "Terri Werner" (3506680576)

00:23:57.089 --> 00:24:09.839

There's a fire, there's a fire. Oh, that's significant. Because that is
going to hopefully increase safety. Hopefully reduce the opportunity of
the fire spreading. So that's significant.

360 "Terri Werner" (3506680576)

00:23:57.569 --> 00:24:01.319

Probably so okay, so.

361 "Terri Werner" (3506680576)

00:24:01.319 --> 00:24:11.489

And often times those around us, when we're highly coercive towards them,
they learn that course of behavior from us and they start to demonstrate
it.

362 "Terri Werner" (3506680576)

00:24:09.839 --> 00:24:13.229

All right when would it just be okay to yell.

363 "Terri Werner" (3506680576)

00:24:11.489 --> 00:24:25.704

With others oftentimes too, if we're highly critical of everything they
do, we do a lot of threatening a lot of lecturing, you know, they behave
less confidently and they give up on themselves.

364 "Terri Werner" (3506680576)

00:24:25.734 --> 00:24:28.704

Their self esteem is affected. They almost.

365 "Terri Werner" (3506680576)

00:24:13.229 --> 00:24:26.969

when's a good time yeah, when someone does something good or to
encourage, like, in a sporting event. Okay. Just okay. Yeah. Okay. Just
okay. What's another? Good time that yelling could be? Okay.

366 "Terri Werner" (3506680576)

00:24:26.969 --> 00:24:30.899

Just okay remember, it's typical. It happens a lot.

367 "Terri Werner" (3506680576)

00:24:28.949 --> 00:24:34.259

Don't want to try because they know that no matter what they do. It's not good enough.

368 "Terri Werner" (3506680576)

00:24:31.949 --> 00:24:37.229

Just okay behaviors, anybody.

369 "Terri Werner" (3506680576)

00:24:34.259 --> 00:24:37.859

So, they give up they behave less confidently.

370 "Terri Werner" (3506680576)

00:24:37.859 --> 00:24:41.159

Some people also.

371 "Terri Werner" (3506680576)

00:24:41.159 --> 00:24:50.369

Receive all kinds of attention and so they start doing it even more all these coercive things, you know, to get attention from us.

372 "Terri Werner" (3506680576)

00:24:43.199 --> 00:24:49.049

What about if I yeah kids running in the street yelling? Yeah. That's just okay. Okay.

373 "Terri Werner" (3506680576)

00:24:49.074 --> 00:25:04.074

Absolutely kid's running in the street kind of yelling back and forth with each other passing a ball. Maybe passing, you know, throwing a throwing are kicking a ball together. What about what about junk behavior? When is yelling junk behavior?

374 "Terri Werner" (3506680576)

00:25:04.314 --> 00:25:08.964

It gets under a scan, it happens a lot, but it's just junk behavior. So.

375 "Terri Werner" (3506680576)

00:24:50.369 --> 00:24:54.689

You know, so that junk behaviour, it increases.

376 "Terri Werner" (3506680576)

00:24:54.689 --> 00:25:00.689

Because at least they're getting some sort of attention from those that they love.

377 "Terri Werner" (3506680576)

00:25:00.689 --> 00:25:08.309

And want to notice them. All right so all of these things can can have an effect.

378 "Terri Werner" (3506680576)

00:25:08.309 --> 00:25:13.469

On us, you know, when we demonstrate conversion towards others.

379 "Terri Werner" (3506680576)

00:25:09.049 --> 00:25:12.179

We're going to try not choose fake, pay a lot of attention to it.

380 "Terri Werner" (3506680576)

00:25:12.179 --> 00:25:15.509

Junk behavior yelling.

381 "Terri Werner" (3506680576)

00:25:14.999 --> 00:25:20.669

So, when are we more likely to be coercive? I want to hear from you guys, when are you more likely to be coercive?

382 "Terri Werner" (3506680576)

00:25:18.749 --> 00:25:23.069

When is it junk?

383 "Terri Werner" (3506680576)

00:25:20.669 --> 00:25:29.249

What do you guys think mine is? I've already told you mine when I encounter 1 of my pet peeves.

384 "Terri Werner" (3506680576)

00:25:27.929 --> 00:25:31.169

What about yelling when you stub your toe? Oh, man.

385 "Terri Werner" (3506680576)

00:25:29.249 --> 00:25:34.769

Oh, my goodness. Um, I tend to be more coercive.

386 "Terri Werner" (3506680576)

00:25:31.169 --> 00:25:41.579

We can tell her I can't believe I hit my toe again kind of real yeah. Loud but I'm not hurting anybody. It's junk. I might get a little bit heightened.

387 "Terri Werner" (3506680576)

00:25:36.899 --> 00:25:43.769

Burping at the table. Mm. Hmm. Yeah. When you're frustrated Joe absolutely. When you're frustrated.

388 "Terri Werner" (3506680576)

00:25:41.579 --> 00:25:48.389

Yeah, when you're at a sporting event and someone is yelling negatively at the reps, let's jump behavior Christine.

389 "Terri Werner" (3506680576)

00:25:43.769 --> 00:25:53.159

When you're overwhelmed Shandy yes, the entire absolutely.

390 "Terri Werner" (3506680576)

00:25:48.389 --> 00:26:01.169

It's kind of, you know, it's not the best thing, but we should, you know, the more that we pay attention to it, the more that person's gonna probably continue, but we're gonna try and avoid reacting to it. Okay, absolutely.

391 "Terri Werner" (3506680576)

00:25:53.159 --> 00:25:57.599

When you're not feeling well, when you're sick.

392 "Terri Werner" (3506680576)

00:25:58.649 --> 00:26:06.359

When somebody's just been courses towards you when you've had a bad day at work.

393 "Terri Werner" (3506680576)

00:26:01.169 --> 00:26:11.549

When parents and a crowd yelling at a coach. Okay, you're absolutely guys. When could that yelling? Turn into Sirius though?

394 "Terri Werner" (3506680576)

00:26:07.134 --> 00:26:21.924

When you want to stop behavior in a child in your tired, Christine absolutely absolutely. You know, we worked hard all day. We come home and the child's supposed to be doing their homework or who's supposed to take the trash out and they didn't.

395 "Terri Werner" (3506680576)

00:26:11.549 --> 00:26:14.729

What about when would yelling? Be serious?

396 "Terri Werner" (3506680576)

00:26:16.349 --> 00:26:20.339

What do you guys think it can you can go.

397 "Terri Werner" (3506680576)

00:26:21.479 --> 00:26:24.659

Verbally threatening others. Okay right.

398 "Terri Werner" (3506680576)

00:26:22.584 --> 00:26:35.244

That's when that lecture comes in right that's when that that threatening comes in is when we're tired, we've had a hard day. So that's when in the car, cause you probably know it's going to happen.

399 "Terri Werner" (3506680576)

00:26:35.274 --> 00:26:42.114

We gotta make a plan to prevent it, use that set expectations, tool, Christine, and hopefully it's going to have a better pay off for you.

400 "Terri Werner" (3506680576)

00:26:24.659 --> 00:26:39.119

Verbally threatening the police officer. Oh, my goodness. If you verbally threatened, if you yelled at a police officer, that may be serious

consequences you might be taken to jail. Okay so there are certain circumstances where that yelling.

401 "Terri Werner" (3506680576)

00:26:39.119 --> 00:26:53.339

Starts out as John, but it depends on the contacts who you're yelling at, where it could turn into a very serious situation. Okay, so you guys did an amazing job here. Excellent. Thank you for all. Your participation.

402 "Terri Werner" (3506680576)

00:26:42.449 --> 00:26:46.709

Okay, but we've got to make a plan. We gotta know what we're gonna do.

403 "Terri Werner" (3506680576)

00:26:46.709 --> 00:26:51.059

So, who worship works temporarily.

404 "Terri Werner" (3506680576)

00:26:51.059 --> 00:26:55.439

It does, it may stop that behavior temporarily.

405 "Terri Werner" (3506680576)

00:26:53.339 --> 00:27:00.809

So, again, guys, those significant, desirable behaviors are those behaviors we want to spend them.

406 "Terri Werner" (3506680576)

00:26:55.439 --> 00:27:02.879

But it follows long term problems. Okay people learn coercive measures from us.

407 "Terri Werner" (3506680576)

00:27:00.809 --> 00:27:06.089

Focus of our energy and time on we want to, um.

408 "Terri Werner" (3506680576)

00:27:02.879 --> 00:27:15.209

So that so it just continuum that continuum they're going to continue to do it with their children with their grandchildren. It's going to continue to affect their relationships with those that they're around.

409 "Terri Werner" (3506680576)

00:27:06.089 --> 00:27:18.389

Recognize those times in which people are demonstrating these desirable behaviors, because again it's going to improve their quality of life and those around them. So these are the behaviors we want to increase.

410 "Terri Werner" (3506680576)

00:27:15.209 --> 00:27:21.209

All right, so it might work temporarily, but it's going to affect their relationships down the road.

411 "Terri Werner" (3506680576)

00:27:18.389 --> 00:27:32.454

We want to teach, we want to model, we want to model these behaviors and we want to reinforce them when they're happening, provide those positive consequences that's going to motivate that person to continue those behaviors in the future. Okay.

412 "Terri Werner" (3506680576)
00:27:33.084 --> 00:27:35.664
So we want to spend a lot of time on these.

413 "Terri Werner" (3506680576)
00:27:21.209 --> 00:27:32.609
Okay, so so if not coercion, what do we do? Well, I keep mentioning it. What do I do guys? What are some things that I'm going to do besides what's on this list?

414 "Terri Werner" (3506680576)
00:27:32.609 --> 00:27:35.819
Give me a couple, real quick. What am I going to do?

415 "Terri Werner" (3506680576)
00:27:35.879 --> 00:27:46.889
So, for instance, a significant desirable behavior could be when a person is whispering in a movie theater that's significant, right?

416 "Terri Werner" (3506680576)
00:27:41.879 --> 00:27:48.809
I'm going to make a plan I'm going to think about what caused the behavior. I'm going to take a deep breath.

417 "Terri Werner" (3506680576)
00:27:46.889 --> 00:27:55.644
Because we're not bothering anybody, we're, we're really whispering to our shoulder partner and people aren't able to hear us and they're still able to enjoy the movie.

418 "Terri Werner" (3506680576)
00:27:56.034 --> 00:28:02.814
What are some other significant desirable behaviors that you guys can think of that's going to help improve that quality of life?

419 "Terri Werner" (3506680576)
00:27:48.809 --> 00:27:53.729
Like, Christine said, right um, think about the pay off.

420 "Terri Werner" (3506680576)
00:27:53.729 --> 00:27:57.689
Um, but the person, why did they demonstrate this.

421 "Terri Werner" (3506680576)
00:27:57.689 --> 00:28:02.459
Is there a desirable behavior that I can teach and reinforce instead?

422 "Terri Werner" (3506680576)
00:28:02.459 --> 00:28:08.609

What do I need to change? How do I need to change my reaction to that?

423 "Terri Werner" (3506680576)

00:28:03.119 --> 00:28:07.919

The person that, you know, where you're working with, what do you guys think?

424 "Terri Werner" (3506680576)

00:28:07.919 --> 00:28:11.549

Significant desirable behaviors.

425 "Terri Werner" (3506680576)

00:28:08.609 --> 00:28:12.389

Junk behavior what do I need to do differently?

426 "Terri Werner" (3506680576)

00:28:12.389 --> 00:28:19.709

What else can I do? Okay so all of these things be patient be kind take deep breaths.

427 "Terri Werner" (3506680576)

00:28:13.254 --> 00:28:19.284

I can think of another 1 while you guys are thinking about it, but what about filling out a job application?

428 "Terri Werner" (3506680576)

00:28:19.314 --> 00:28:29.244

You're wanting to get a job you're wanting to maybe promote to a higher pain position so you fill out an application, you complete your resume.

429 "Terri Werner" (3506680576)

00:28:19.709 --> 00:28:23.849

Change your focus all of those things is what I need to do.

430 "Terri Werner" (3506680576)

00:28:23.849 --> 00:28:27.329

Okay all right so moving on.

431 "Terri Werner" (3506680576)

00:28:27.329 --> 00:28:32.729

Steps to building a relationship. Okay.

432 "Terri Werner" (3506680576)

00:28:29.549 --> 00:28:37.944

You get an interview and you come to to the interview well, prepared, organized and and looking pretty spiffy.

433 "Terri Werner" (3506680576)

00:28:38.124 --> 00:28:48.174

That's a significant desirable behavior that's going to improve my chances of getting that that raise or that, uh, employment opportunity. Okay.

434 "Terri Werner" (3506680576)

00:28:32.729 --> 00:28:47.064

So, what does it mean to build a relationship with another person? It's just about spending quality time with an individual showing interest in that person showing that you're, you're interested.

435 "Terri Werner" (3506680576)

00:28:47.214 --> 00:28:52.674

What's important to them is important to you, you value them, you respect them.

436 "Terri Werner" (3506680576)

00:28:48.419 --> 00:28:53.189

Complimenting are complementing in the correct manner. Okay.

437 "Terri Werner" (3506680576)

00:28:53.099 --> 00:28:56.549

Um, you know, and and you want to be around them.

438 "Terri Werner" (3506680576)

00:28:53.424 --> 00:29:01.014

Very good. Excellent. All right. So do you guys have a good understanding of what is significant desirable behaviors?

439 "Terri Werner" (3506680576)

00:29:01.253 --> 00:29:13.104

Those are the behaviors that again we want to spend the focus of our time on and our energy, and recognizing those times in which people are demonstrating skills or finding ways to teach those skills that's going to improve.

440 "Terri Werner" (3506680576)

00:28:56.549 --> 00:29:06.929

Think about your favorite person in your world? How did this relationship? How did they become your favorite person? What did they do in order for it to be that favorite person?

441 "Terri Werner" (3506680576)

00:29:06.929 --> 00:29:17.459

How did they interact with you? Okay so those are the things that you need to think about when you're thinking about building a healthy, productive relationship with another person.

442 "Terri Werner" (3506680576)

00:29:13.189 --> 00:29:14.459

The quality of life.

443 "Terri Werner" (3506680576)

00:29:15.899 --> 00:29:20.459

Just okay, behaviors again, those are behaviors that are common.

444 "Terri Werner" (3506680576)

00:29:17.459 --> 00:29:25.499

So, I'm going to go through these very quickly because of the time. So building a relationship with 1 person.

445 "Terri Werner" (3506680576)

00:29:20.459 --> 00:29:30.449

That we often overlook because they happen on a frequent basis, you know, and it's something that we just don't pay attention to because they happen. So frequently.

446 "Terri Werner" (3506680576)

00:29:25.499 --> 00:29:37.169

We want to stop what we're doing if we're busy doing the dishes or doing whatever we're going to stop what we're doing, and we're going to move towards the person and we're going to remain within arm's reach. So.

447 "Terri Werner" (3506680576)

00:29:30.449 --> 00:29:44.724

But again, I encourage all of you to pay attention to them to recognize them and to say something that positively about them. When you see them, thank you for being so respectful.

448 "Terri Werner" (3506680576)

00:29:45.114 --> 00:29:50.424

Every every time we eat together, you're so kind and respectful by always.

449 "Terri Werner" (3506680576)

00:29:37.169 --> 00:29:41.309

If Joe is in a seat of position, I'm going to sit next to Joe.

450 "Terri Werner" (3506680576)

00:29:41.309 --> 00:29:52.409

And I'm gonna kind of move in to show that I'm interested. I'm, I'm, I'm caring. I'm, I'm, I'm I want to know more about what's going on in his world in his life.

451 "Terri Werner" (3506680576)

00:29:50.449 --> 00:29:58.649

Same please, and thank you and always asking if I want seconds before you go to get additional.

452 "Terri Werner" (3506680576)

00:29:52.409 --> 00:29:58.679

His goals his dreams. Okay. Touch if appropriate to the situation.

453 "Terri Werner" (3506680576)

00:29:58.649 --> 00:30:03.689

Um, off of the menu, so so I really appreciate that respectful kind.

454 "Terri Werner" (3506680576)

00:29:58.679 --> 00:30:04.529

You know, I might give a fist bumps, high 5 or a touch on the arm.

455 "Terri Werner" (3506680576)

00:30:03.689 --> 00:30:12.599

Behavior that you demonstrate, okay, you don't have to do it all the time, but occasionally, it's it's really good to do open a door for someone.

456 "Terri Werner" (3506680576)

00:30:04.529 --> 00:30:11.069

Now, all of these things to build the relationships, the ones in bold.

457 "Terri Werner" (3506680576)

00:30:11.069 --> 00:30:16.139

Um, um, the move and the move in and church.

458 "Terri Werner" (3506680576)

00:30:12.599 --> 00:30:20.219

It happens a lot. It's just okay, but we want to encourage that behavior to continue. Okay. All right.

459 "Terri Werner" (3506680576)

00:30:16.139 --> 00:30:23.039

If it's a stay close, hot situation, I'm going to be careful with moving in and I might be careful with touch.

460 "Terri Werner" (3506680576)

00:30:20.219 --> 00:30:28.409

Excellent guys. What are some other? Just okay. Behaviors besides opening a door can anybody think of any.

461 "Terri Werner" (3506680576)

00:30:23.039 --> 00:30:37.074

Uh, because if the person is really upset, it may be something that I do after the person is kind of calmed down. So we'll talk about that here in a minute. Okay and these steps they might you may not do them in order.

462 "Terri Werner" (3506680576)

00:30:37.134 --> 00:30:40.194

They may go out of order, or you may do some of them.

463 "Terri Werner" (3506680576)

00:30:29.909 --> 00:30:36.059

What about sitting quietly watching TV? That's a just okay behavior. Um.

464 "Terri Werner" (3506680576)

00:30:36.059 --> 00:30:43.169

Taking turns in a game that could be a just okay behavior for many of us, but for some that.

465 "Terri Werner" (3506680576)

00:30:40.499 --> 00:30:44.099

Several times and others just a few times.

466 "Terri Werner" (3506680576)

00:30:43.169 --> 00:30:52.469

Really have a hard time taking charts that can be a significant desirable behavior that we want to teach model and reinforce.

467 "Terri Werner" (3506680576)

00:30:44.099 --> 00:30:48.809

All right, so, uh, I forgot to mention that just a few minutes ago.

468 "Terri Werner" (3506680576)

00:30:50.484 --> 00:31:04.284

Caring facial expressions, you know, 93% of communication is through our facial expressions, or body language or tone of voice. So so we're going to be caring and kind and interested through our body language.

469 "Terri Werner" (3506680576)

00:31:04.314 --> 00:31:08.574

So that's very, really important. We're going to have a. have a

470 "Terri Werner" (3506680576)

00:30:52.469 --> 00:30:55.859

Okay, because just okay behaviors for some of us.

471 "Terri Werner" (3506680576)

00:30:55.859 --> 00:31:10.769

Maybe maybe significant desirable for others, depending on contacts, because some people might struggle with taking turns in a game. So that behavior we want to teach and model and reinforce much more than than maybe some other people.

472 "Terri Werner" (3506680576)

00:31:08.809 --> 00:31:09.869

Body.

473 "Terri Werner" (3506680576)

00:31:09.954 --> 00:31:24.954

Relaxed arms. Okay attentive. Looking at the person using our eye contact open ended questions. That requires more than a yes or no response. So so it could be.

474 "Terri Werner" (3506680576)

00:31:25.074 --> 00:31:29.844

How do you do it today? What? What do you have? The, what do you have planned for the rest of the.

475 "Terri Werner" (3506680576)

00:31:12.744 --> 00:31:24.294

Okay, oh, annoying junk behaviors. So again, these are the behaviors that we spend a lot of our time focusing on and we try and prevent them from happening.

476 "Terri Werner" (3506680576)

00:31:24.294 --> 00:31:30.414

But often what happens is they increase because the attention that we are providing to that junk.

477 "Terri Werner" (3506680576)

00:31:29.869 --> 00:31:30.749

Afternoon.

478 "Terri Werner" (3506680576)

00:31:30.749 --> 00:31:35.249

How was your test? How was your job interview?

479 "Terri Werner" (3506680576)

00:31:30.769 --> 00:31:38.804

Here okay, so they're annoying. They get under scan their age typical functioning level level. Typical.

480 "Terri Werner" (3506680576)

00:31:39.254 --> 00:31:50.504

Um, but but but they're not harmful to sell for others or property can anybody else give me a definition of what junk behavior means to you guys.

481 "Terri Werner" (3506680576)

00:31:35.249 --> 00:31:45.659

You know, it keeps the conversation moving in a positive direction and it shows you're interested in your caring empathy state, man. What's an empathy statement?

482 "Terri Werner" (3506680576)

00:31:45.659 --> 00:31:49.589

Hmm, anybody.

483 "Terri Werner" (3506680576)

00:31:50.699 --> 00:31:58.439

Anything what do you guys think.

484 "Terri Werner" (3506680576)

00:31:51.984 --> 00:32:04.914

Anybody know what an empathy statement is I hear you. I hear you. Right Catherine, I hear you.

485 "Terri Werner" (3506680576)

00:32:05.574 --> 00:32:11.844

It's it's kind of unconditional kindness. Right? I love empathy. Empathy is a.

486 "Terri Werner" (3506680576)

00:32:02.579 --> 00:32:05.639

I think I kind of went over all of it, but, um.

487 "Terri Werner" (3506680576)

00:32:05.639 --> 00:32:12.719

Okay, we'll move on. Okay, so the definition of junk behavior is it's.

488 "Terri Werner" (3506680576)

00:32:11.869 --> 00:32:26.594

About trying to connect to a person's emotion, not agreeing or disagreeing with that emotion, but trying to connect to what they're

feeling inside, you know, whether they're happy. They're sad. They're elated. They're excited.

489 "Terri Werner" (3506680576)
00:32:26.774 --> 00:32:27.674
They're, they're angry.

490 "Terri Werner" (3506680576)
00:32:12.719 --> 00:32:27.654
Behavior that is undesirable. It's annoying. It can be very annoying, especially if we encounter 1 of our pet peeves minus burping and people burp at the lunch table, I kind of have to really make a plan not to react to that burping. Okay.

491 "Terri Werner" (3506680576)
00:32:28.164 --> 00:32:32.694
Um, but it's not harmful to self others or property, and it's not a legal.

492 "Terri Werner" (3506680576)
00:32:27.989 --> 00:32:36.479
You know, recognizing that emotion connecting to it and trying to be nonjudgmental, but yet, but supportive.

493 "Terri Werner" (3506680576)
00:32:32.719 --> 00:32:33.179
Oh.

494 "Terri Werner" (3506680576)
00:32:33.354 --> 00:32:47.394
But, again, it's often our response, whether it's her facial expressions or body language or tone of voice or shaking overhead or rolling up our eyes or saying you need to stop. That's disgusting.

495 "Terri Werner" (3506680576)
00:32:47.424 --> 00:32:48.594
You're just rose.

496 "Terri Werner" (3506680576)
00:32:36.479 --> 00:32:41.399
Putting your listening ears on and validating their feelings.

497 "Terri Werner" (3506680576)
00:32:41.399 --> 00:32:51.989
Okay, I'm sorry that happened to you. I validate you in your your situation. Very good, Christine. Excellent. You seem frustrated. What can I do to help.

498 "Terri Werner" (3506680576)
00:32:48.839 --> 00:33:00.809
Well, that direct response will often create a worsening between me and that person that just and that person may become very angry with me and may.

499 "Terri Werner" (3506680576)

00:32:51.989 --> 00:32:57.599

And you seem so excited I happened to work today. Tell me more.

500 "Terri Werner" (3506680576)

00:32:57.599 --> 00:33:01.529

Okay, so Anthony or statements that you use.

501 "Terri Werner" (3506680576)

00:33:00.809 --> 00:33:09.959

Demonstrate John, but it may lead to some serious altercation or actions from that person. Okay so.

502 "Terri Werner" (3506680576)

00:33:01.529 --> 00:33:13.619

When people are excited, they're, they have good moments and they're sharing those moments with you or they're sad or they're angry. So it's all emotions, any kind of emotion you can use empathy with.

503 "Terri Werner" (3506680576)

00:33:09.959 --> 00:33:13.469

So those are things that we kind of need to think about. So.

504 "Terri Werner" (3506680576)

00:33:13.469 --> 00:33:24.569

Some junk behaviors burping is a junk behavior. Um, yelling we already said yelling was if you go back to our list before we had a lot of junk behaviors in there.

505 "Terri Werner" (3506680576)

00:33:13.619 --> 00:33:18.029

You see, you look, I can see you are.

506 "Terri Werner" (3506680576)

00:33:18.029 --> 00:33:22.919

You know, those are some good input. These statements what about encouragement?

507 "Terri Werner" (3506680576)

00:33:22.919 --> 00:33:27.719

What about encouragement? What's what are some encouragement statements?

508 "Terri Werner" (3506680576)

00:33:24.569 --> 00:33:35.609

I don't know if you guys remember those, but oh, Christine said blowing knows at a dinner table that's jumped behavior. Right? We don't like people blowing their nose at the dinner table.

509 "Terri Werner" (3506680576)

00:33:31.589 --> 00:33:37.529

Anybody.

510 "Terri Werner" (3506680576)

00:33:35.609 --> 00:33:39.809

Are picking their nose that's even worse.

511 "Terri Werner" (3506680576)

00:33:37.529 --> 00:33:42.779

Time time whatever the person is doing now to good things in their future.

512 "Terri Werner" (3506680576)

00:33:39.809 --> 00:33:44.579

What are some other junk behaviors that you typically see on a routine basis?

513 "Terri Werner" (3506680576)

00:33:42.779 --> 00:33:46.739

So trying to focus on what the person is doing right now.

514 "Terri Werner" (3506680576)

00:33:46.169 --> 00:33:51.059

What do you guys think? What are some junk behaviors?

515 "Terri Werner" (3506680576)

00:33:46.739 --> 00:33:50.909

Um, that's good for them that that that's desirable.

516 "Terri Werner" (3506680576)

00:33:50.909 --> 00:33:54.989

Or something that they've done in the recent past a desirable action.

517 "Terri Werner" (3506680576)

00:33:54.989 --> 00:34:07.529

And saying something to say that, you know, saying an encouragement statement encourages them to continue that desired action in the future that's going to improve their quality of life. So encouragement.

518 "Terri Werner" (3506680576)

00:33:55.529 --> 00:34:02.399

What about splitting a junk behavior? I think so.

519 "Terri Werner" (3506680576)

00:34:02.399 --> 00:34:06.299

Yeah, spitting what about cursing? Is that junk.

520 "Terri Werner" (3506680576)

00:34:07.529 --> 00:34:13.949

You know, working hard all week shows. Great dedication.

521 "Terri Werner" (3506680576)

00:34:08.129 --> 00:34:18.299

And you got to look at context, but for the most part, cursing testing has jumped behavior. Is it harmful to sell for others? No. Is it illegal? No.

522 "Terri Werner" (3506680576)

00:34:13.949 --> 00:34:19.019

And and, um, determination keep it up.

523 "Terri Werner" (3506680576)
00:34:18.299 --> 00:34:21.449
Is it destroying property? No.

524 "Terri Werner" (3506680576)
00:34:19.019 --> 00:34:22.439
You know, um, you know, I look.

525 "Terri Werner" (3506680576)
00:34:21.449 --> 00:34:30.809
Okay, so it does meet our criteria of junk behavior. Um, but a lot of people like cursing and so they react to it and sometimes very strongly.

526 "Terri Werner" (3506680576)
00:34:23.094 --> 00:34:37.344
I love the way you talk to your sister? Yes. Be a little bit more specific Joe. What did how did they, how did she talk to her sister? What did what did she do? What did she say to her sister that makes you feel good about that situation?

527 "Terri Werner" (3506680576)
00:34:37.374 --> 00:34:38.994
And what do you want her to continue?

528 "Terri Werner" (3506680576)
00:34:30.809 --> 00:34:39.809
Okay, drinking from the milk. Doug. Oh, Joe? Yes. Yes. My 16 year old. Does that all the time?

529 "Terri Werner" (3506680576)
00:34:39.329 --> 00:34:42.509
That's encouragement, so just be a little bit more specific.

530 "Terri Werner" (3506680576)
00:34:39.809 --> 00:34:43.439
So, I really have to make a plan not to react to that.

531 "Terri Werner" (3506680576)
00:34:42.509 --> 00:34:53.819
You know, you were respectful and kind during your conversations with your sister today. Way to go. It's amazing that she'll such respectful kind attitude.

532 "Terri Werner" (3506680576)
00:34:43.439 --> 00:34:47.699
And instead, during teachable moments, teach my son.

533 "Terri Werner" (3506680576)
00:34:47.699 --> 00:34:51.809
How to drink from a glass more respectful.

534 "Terri Werner" (3506680576)

00:34:51.809 --> 00:34:58.289

Good 1 love that. 1. okay. Here's some examples of some additional junk behaviors. Cursing.

535 "Terri Werner" (3506680576)

00:34:54.534 --> 00:35:05.334

Something like that listen, while the person is talk, you know, listen more talk, less, try, not to react to junk behavior and avoid a conversion.

536 "Terri Werner" (3506680576)

00:35:05.514 --> 00:35:11.214

Those are the steps to having a better relationship with other people. Okay.

537 "Terri Werner" (3506680576)

00:34:58.289 --> 00:35:12.479

Threatening slamming doors, screaming name, calling saying mean things whining. Oh, goodness. Whining. Why? Why can't I go to the store? Why won't you let me why can't I get that toy? Why? Why? Why? Why why.

538 "Terri Werner" (3506680576)

00:35:11.879 --> 00:35:19.109

Our golden nuggets of tools is open ended questions, empathy and encouragement. Sometimes you use this several times.

539 "Terri Werner" (3506680576)

00:35:12.479 --> 00:35:17.429

Repetitive questions is junk behavior.

540 "Terri Werner" (3506680576)

00:35:18.204 --> 00:35:26.484

What about not going to work or not being respectful what does that even mean not doing? Something really isn't a behavior. Okay.

541 "Terri Werner" (3506680576)

00:35:26.724 --> 00:35:37.404

So, again, when we think of not being respectful, what we want to do is we want to focus on breaking that down into specific actions. What does it look like to demonstrate.

542 "Terri Werner" (3506680576)

00:35:19.109 --> 00:35:24.749

Um, you know, and and it really does improve your, your relationship with others.

543 "Terri Werner" (3506680576)

00:35:25.134 --> 00:35:37.464

And we're going to avoid that coercion that lecturing and all those other things that we tend to do. So, empathy again is being able to take the perspective of another and communicate to that person.

544 "Terri Werner" (3506680576)

00:35:37.494 --> 00:35:44.514

So identifying their emotions, you know, connecting to that feeling that they're having be a non judgmental. Listen more.

545 "Terri Werner" (3506680576)

00:35:37.429 --> 00:35:41.639

Right. Disrespectful behaviors and different contacts.

546 "Terri Werner" (3506680576)

00:35:41.639 --> 00:35:47.129

What does it look like to be disrespectful at school? At home? In the community.

547 "Terri Werner" (3506680576)

00:35:44.749 --> 00:35:45.929

.

548 "Terri Werner" (3506680576)

00:35:45.929 --> 00:35:51.149

Um, you know, and and, uh, you seem you look.

549 "Terri Werner" (3506680576)

00:35:47.129 --> 00:36:01.889

You know, while you're in line, waiting for something, what does it look like, better define it be more specific as to what you're you're looking at and referencing because not doing something is not a behavior.

550 "Terri Werner" (3506680576)

00:35:51.149 --> 00:35:56.039

I can tell you are those are some really good empathy statements.

551 "Terri Werner" (3506680576)

00:35:56.754 --> 00:36:03.534

And we've already gone over encouragement, being able to communicate how the person's own behaviors, improved their situations,

552 "Terri Werner" (3506680576)

00:36:03.834 --> 00:36:15.684

saying something to let the person know that you believe that they can behave or behave again to create an improvement in their life, which is going to improve their quality of life is what we want.

553 "Terri Werner" (3506680576)

00:36:01.889 --> 00:36:05.639

Okay, so we have to be very specific as to what we're looking at.

554 "Terri Werner" (3506680576)

00:36:07.319 --> 00:36:10.319

So guys, why do people do junk behaviors?

555 "Terri Werner" (3506680576)

00:36:10.319 --> 00:36:13.409

What's up with that? Why do people do them?

556 "Terri Werner" (3506680576)

00:36:13.409 --> 00:36:24.029

Why do we do jump behavior? Because I guarantee it every 1 of us at some point or another have demonstrated junk behaviors sometimes we don't even realize we're doing it.

557 "Terri Werner" (3506680576)

00:36:16.039 --> 00:36:23.339

So, again, your dedication, your perseverance is really paying off that a, that you made on that test.

558 "Terri Werner" (3506680576)

00:36:23.339 --> 00:36:27.329

Shows great dedication and hard work.

559 "Terri Werner" (3506680576)

00:36:24.029 --> 00:36:28.199

So, why do we do it? Why do we curse it other people? Why do we complain.

560 "Terri Werner" (3506680576)

00:36:27.329 --> 00:36:34.589

I know you can do this again, you've done it, you've done it before. I believe you can do it again, you know, so believing in them.

561 "Terri Werner" (3506680576)

00:36:28.199 --> 00:36:32.669

Why do we slam doors? Absolutely Ricky for attention.

562 "Terri Werner" (3506680576)

00:36:32.669 --> 00:36:37.049

Very good. It's attention seeking and sometimes.

563 "Terri Werner" (3506680576)

00:36:34.589 --> 00:36:44.369

Also encouragement is saying, hey, I'm here to help. I'm here for you. I'm always here. I'm available. I'm here to support you in. However, you need.

564 "Terri Werner" (3506680576)

00:36:37.049 --> 00:36:48.689

Negative attention is better than no attention. Some people feel like they don't get any attention at all unless it's negative unless they're parent or others are are.

565 "Terri Werner" (3506680576)

00:36:44.369 --> 00:36:58.379

So, let's go ahead and practice. We're going to practice this for a few minutes. Um, so awesome. Alex Alex just got his GED results back and he passed guys, Alex passed. He studied for hours.

566 "Terri Werner" (3506680576)

00:36:48.689 --> 00:36:51.719

You know, griping at them or complaining or.

567 "Terri Werner" (3506680576)

00:36:51.719 --> 00:36:59.099

Criticizing them Joe says to show frustration. Absolutely. Joe to show frustration on.

568 "Terri Werner" (3506680576)

00:36:58.379 --> 00:37:11.159

And you walk down the hall and he rushes over to show you his score. How can you show Alex? You know, I want you to use an open ended question an empathy statement and encouragement.

569 "Terri Werner" (3506680576)

00:36:59.099 --> 00:37:08.969

It could be for you to comfort them. What about that? Oh, Christina, I loved that. 1. uh, learn trait from natural upbringing. We learn it from others.

570 "Terri Werner" (3506680576)

00:37:08.969 --> 00:37:12.269

A direct result from watching others.

571 "Terri Werner" (3506680576)

00:37:11.159 --> 00:37:18.809

What are some things that we can do? Anybody want to play with me?

572 "Terri Werner" (3506680576)

00:37:12.269 --> 00:37:23.579

Absolutely. Okay. So if our parents are, are those that we've been around exposed to, throughout our childhood use that type of job, we're probably going to do it too.

573 "Terri Werner" (3506680576)

00:37:24.924 --> 00:37:33.774

I tell you what, I'm gonna do this 1 and okay, Christine. Hi. 5 and way to go. Okay. Hi. 5 and way to go. I love that. Touch.

574 "Terri Werner" (3506680576)

00:37:23.579 --> 00:37:31.349

And then it's going to turn into kind of a habitual reaction from us. So it's going to be a learned habitual response that we often use.

575 "Terri Werner" (3506680576)

00:37:31.349 --> 00:37:44.939

Okay, what about to make a person go away or to escape, or avoid a task or a responsibility if I wine enough I'm not gonna have to do my chores. If I wind up.

576 "Terri Werner" (3506680576)

00:37:33.989 --> 00:37:37.109

I love that way to go. Awesome. Awesome.

577 "Terri Werner" (3506680576)

00:37:37.109 --> 00:37:41.969

What's an open ended question you could say or or an empathy statement.

578 "Terri Werner" (3506680576)
00:37:44.939 --> 00:37:50.009
I want that candy bar with a candy bar, and I keep throwing that tantrum.

579 "Terri Werner" (3506680576)
00:37:45.209 --> 00:37:52.169
I know you work so hard on that. That is such a great encouragement statement. I know you work so hard on this.

580 "Terri Werner" (3506680576)
00:37:50.009 --> 00:38:01.139
Mom's going to give in that's that's I've been taught that, you know, history has shown me the more I whine the more mom gives in. So I'm going to keep that whining out because it's gotten me what I want.

581 "Terri Werner" (3506680576)
00:37:52.169 --> 00:37:57.929
You got this buddy, you can do this again. You've done it. You you can do it again.

582 "Terri Werner" (3506680576)
00:37:57.929 --> 00:38:03.119
How do you feel about your test? I love that. Joe. How do you feel about your test.

583 "Terri Werner" (3506680576)
00:38:01.139 --> 00:38:08.189
Okay, so we do we people demonstrate junk behavior for a variety of reasons.

584 "Terri Werner" (3506680576)
00:38:03.119 --> 00:38:11.549
You seem really pumped, you know, how do you feel about your test? You seem pretty excited by your facial expressions. You must erect it.

585 "Terri Werner" (3506680576)
00:38:09.839 --> 00:38:14.880
Okay, so undesirable behavior is not junk behavior when.

586 "Terri Werner" (3506680576)
00:38:11.549 --> 00:38:17.670
Okay, all that hard work and dedication is really paid off.

587 "Terri Werner" (3506680576)
00:38:14.880 --> 00:38:21.960
The behavior causes, or could cause physical damage to self others property and it's illegal.

588 "Terri Werner" (3506680576)
00:38:17.670 --> 00:38:21.330
Look at how well, you've done, keep it up Alex.

589 "Terri Werner" (3506680576)
00:38:21.960 --> 00:38:29.280

Okay, so we had some of those things and on our list in the beginning, we had hitting with force.

590 "Terri Werner" (3506680576)

00:38:22.440 --> 00:38:26.160

Okay, any other encouragement that you can provide to him.

591 "Terri Werner" (3506680576)

00:38:29.280 --> 00:38:42.025

We had kicking we had I can't I think we made a pet stealing. I'm not sure banging head with force throwing a chair that's property destruction.

592 "Terri Werner" (3506680576)

00:38:42.415 --> 00:38:48.805

So there was a lot of junk behavior that we mentioned or not junk, but serious behavior that we mentioned earlier.

593 "Terri Werner" (3506680576)

00:38:34.020 --> 00:38:37.410

The empathy is, you seem excited, you seem pumped.

594 "Terri Werner" (3506680576)

00:38:37.410 --> 00:38:46.500

An encouragement is all that dedication all that hard work is paid off, keep it up.

595 "Terri Werner" (3506680576)

00:38:46.500 --> 00:38:51.690

You've earned this accomplishment. I love that. Catherine, you earned this accomplishment.

596 "Terri Werner" (3506680576)

00:38:49.280 --> 00:38:50.040

Hi.

597 "Terri Werner" (3506680576)

00:38:50.040 --> 00:38:56.730

Um, and so what do we do when we see that serious behavior.

598 "Terri Werner" (3506680576)

00:38:51.690 --> 00:39:02.040

Very good guys Co worker, Carl, you're walking into the break room with your launch car smiles and says hi to you when you see shoot car moves some papers to let you sit down.

599 "Terri Werner" (3506680576)

00:38:56.730 --> 00:39:04.800

What do you guys think these are behaviors that we want to prevent.

600 "Terri Werner" (3506680576)

00:39:03.180 --> 00:39:05.125

What's an open ended question you can say,

601 "Terri Werner" (3506680576)
00:39:20.065 --> 00:39:21.415
hey, how are you doing?

602 "Terri Werner" (3506680576)
00:39:04.800 --> 00:39:11.730
From happening to begin with, we want to direct okay to redirect. Okay.

603 "Terri Werner" (3506680576)
00:39:12.385 --> 00:39:16.555
Interrupt behaviors that we want to interrupt. Okay.

604 "Terri Werner" (3506680576)
00:39:17.275 --> 00:39:31.585
And sometimes it's helpful guys if we have a safety crisis plan in place with those individuals that we work with, that have higher support needs. It's very, very important.

605 "Terri Werner" (3506680576)
00:39:22.050 --> 00:39:25.860
There you go. Very good. How's How's your day going?

606 "Terri Werner" (3506680576)
00:39:25.860 --> 00:39:33.030
What's an empathy statement as you see for me? Thank you so much.

607 "Terri Werner" (3506680576)
00:39:31.730 --> 00:39:44.955
That you had more preventative services in place your more proactive, you know, and we have a tool that we call stay close hot that if you use this tool, we hopefully,

608 "Terri Werner" (3506680576)
00:39:45.015 --> 00:39:51.585
hopefully the majority of times will prevent that serious behavior from happening but not always not.

609 "Terri Werner" (3506680576)
00:39:33.030 --> 00:39:41.100
Okay, cool cool. What's an empathy statement?

610 "Terri Werner" (3506680576)
00:39:45.840 --> 00:39:53.280
What about you look relieved to be on break you seem relieved to be on break.

611 "Terri Werner" (3506680576)
00:39:51.730 --> 00:40:05.100
That's when you have to go into your crisis management techniques and your safety safety crisis, planning strategies that you've been learned that you have learned. So I encourage you all to get out your phones right now.

612 "Terri Werner" (3506680576)

00:39:53.280 --> 00:40:05.070

You seem relate sometimes you got to kind of add a little bit of context to these, these role plays to kind of get get you there.

613 "Terri Werner" (3506680576)

00:40:05.070 --> 00:40:09.810

But, encouragement, um, I, I don't know it could be, um.

614 "Terri Werner" (3506680576)

00:40:05.100 --> 00:40:14.580

And this is a QR code, it's going to take you to our safety crisis planning, Webinars and trainings and templates all about safety crisis planning.

615 "Terri Werner" (3506680576)

00:40:09.810 --> 00:40:19.710

You've been working so hard on that project. You deserve a break, or you've been working so hard on on that project that promotion.

616 "Terri Werner" (3506680576)

00:40:16.315 --> 00:40:22.345

I was a man trainer for many, many years, you know, before we start training it as a division,

617 "Terri Werner" (3506680576)

00:40:22.734 --> 00:40:34.465

but that's another physical management training that many of our providers or school personnel have had and are can use if it, if it's necessary.

618 "Terri Werner" (3506680576)

00:40:19.710 --> 00:40:24.540

You you want your, you know, that hard work and dedication.

619 "Terri Werner" (3506680576)

00:40:24.540 --> 00:40:29.280

It's, it's really paying off, um, so something like that.

620 "Terri Werner" (3506680576)

00:40:32.130 --> 00:40:39.150

Okay, guys pivot we got to move on because we still have a lot to do. Pivot is the is the, um.

621 "Terri Werner" (3506680576)

00:40:34.580 --> 00:40:40.530

Okay, but the safety crisis planning is is a great tool for you guys to become more accustomed to.

622 "Terri Werner" (3506680576)

00:40:39.150 --> 00:40:51.090

It's something that we're going to use when we encountered that junk behavior that gets under our skin, we're going to use the pivot tool. So I'm going to go through this pretty quickly here. So pivot.

623 "Terri Werner" (3506680576)

00:40:40.530 --> 00:40:51.900

Um, this is also a wonderful resource that I encourage you to get out your phone again and take a picture of this QR code. It's 980 and it's a help line.

624 "Terri Werner" (3506680576)

00:40:51.090 --> 00:40:59.875

Again, what is the definition of junk behavior? It's behavior that gets under our scan it happens a lot. It's age typical. It's functioning level.

625 "Terri Werner" (3506680576)

00:40:59.875 --> 00:41:11.035

Typical boy, when we encounter that junk behavior, we often react to it by facial expressions, body language, tone of voice. And so the pivot tool.

626 "Terri Werner" (3506680576)

00:40:51.900 --> 00:40:56.880

For for crises situation, so I encourage you to check that out as well.

627 "Terri Werner" (3506680576)

00:40:58.465 --> 00:41:12.925

Okay, so again, just very quick. We have our 4 categories of behavior that we talked about. We had our significant and or just okay again, these are the behaviors that I encourage you all to start focusing on pay attention to.

628 "Terri Werner" (3506680576)

00:41:11.090 --> 00:41:16.920

Is going to help us not react to that junk behavior and instead.

629 "Terri Werner" (3506680576)

00:41:13.230 --> 00:41:23.940

Reinforce those times when you see your child parent or significant other, um, peer, uh, you know, uh, if you supervise people.

630 "Terri Werner" (3506680576)

00:41:16.920 --> 00:41:20.970

Focus more on the desired behavior, or just okay. Behavior that we want to see.

631 "Terri Werner" (3506680576)

00:41:20.970 --> 00:41:26.070

Okay, so how does the junk behavior pay off for the person again?

632 "Terri Werner" (3506680576)

00:41:23.940 --> 00:41:33.270

Pay attention to these things, recognize it reinforce it provide positive consequences when they're happening. Um, find teachable moments.

633 "Terri Werner" (3506680576)

00:41:26.070 --> 00:41:30.690

It gives them attention, it asks to comfort them.

634 "Terri Werner" (3506680576)

00:41:30.690 --> 00:41:40.410

It gets you to react it gets you to, to see you when you're angry or shocked to hurt or afraid there. I need some sort of reaction from, you.

635 "Terri Werner" (3506680576)

00:41:33.270 --> 00:41:42.630

Um, to teach those skills, that's going to improve that quality of life and instead of trying to stamp out those undesirable behaviors, the more we focus on over here.

636 "Terri Werner" (3506680576)

00:41:40.410 --> 00:41:44.280

To get you to give them to make you go away.

637 "Terri Werner" (3506680576)

00:41:42.630 --> 00:41:47.790

The more we're going to see, em, the more they're going to increase, and the more these are going to decrease.

638 "Terri Werner" (3506680576)

00:41:44.280 --> 00:41:50.370

And it's what people do. Okay, so those are the reasons why we did junk behavior.

639 "Terri Werner" (3506680576)

00:41:47.790 --> 00:41:52.440

Okay, because our time and our energy are now focused on teaching.

640 "Terri Werner" (3506680576)

00:41:50.370 --> 00:41:54.720

I think I went over those before and again, guys often.

641 "Terri Werner" (3506680576)

00:41:52.440 --> 00:41:59.670

Modeling reinforcing the desired behaviors is going to improve the quality of life and we're going to lessen the.

642 "Terri Werner" (3506680576)

00:41:54.720 --> 00:42:09.120

Episodes of serious behaviors start with junk behavior and they escalate when others react to it. So kind of think about that we all demonstrate junk behavior, but it's our reaction to it that can create a worsening for that other person.

643 "Terri Werner" (3506680576)

00:41:59.755 --> 00:42:13.615

As much as we possibly can. Okay. Um, but we're also going to know that it takes time to change behavior. It doesn't happen overnight. So we're still going to have to really look at those preventative strategies.

644 "Terri Werner" (3506680576)

00:42:13.765 --> 00:42:19.315

Really look at those safety crisis plans. Really recognize those times in which we.

645 "Terri Werner" (3506680576)

00:42:09.120 --> 00:42:14.310

So this is the pivot tool so instead of.

646 "Terri Werner" (3506680576)

00:42:14.310 --> 00:42:28.140

Instead of reacting to that junk behavior of that burping that yelling that complaining the whiny we're going to make a plan and we're going to use 3 different pivot options. Sometimes you can use all 3.

647 "Terri Werner" (3506680576)

00:42:20.875 --> 00:42:35.845

React to people's junk behavior by facial expressions, body language and all those things and I'm going to talk about a pivot tool that's going to help us with this junk behavior by not reacting to it here in a little bit. So that's coming. So, we do have a tool for this 1.

648 "Terri Werner" (3506680576)

00:42:36.205 --> 00:42:39.265

we also have many things that you can put into place for this 1.

649 "Terri Werner" (3506680576)

00:42:28.140 --> 00:42:42.120

Several times before that junk behavior goes away, sometimes it only takes 1 pivot and it goes away but it kind of depends on the situation the person and how frequently that junk behavior has been happening in their world.

650 "Terri Werner" (3506680576)

00:42:39.570 --> 00:42:45.420

But again, our focus is over here, this is what we're gonna spend our, our energy on.

651 "Terri Werner" (3506680576)

00:42:42.120 --> 00:42:50.370

So the 3 pivot options that I'm going to talk about is suddenly pivot to another person actively to.

652 "Terri Werner" (3506680576)

00:42:45.420 --> 00:42:50.310

Okay, so, um.

653 "Terri Werner" (3506680576)

00:42:50.310 --> 00:42:59.280

Moving on, Here's we've got some examples of significant in in a little bit more detail. Some just okay. Some junk.

654 "Terri Werner" (3506680576)

00:42:50.370 --> 00:42:56.130

Uh, pivot up to another person actively attend to another person.

655 "Terri Werner" (3506680576)
00:42:56.130 --> 00:43:01.710
Or pivot on an activity and activity that you're doing. I'm doing.

656 "Terri Werner" (3506680576)
00:42:59.280 --> 00:43:03.330
Behaviors that are typical in the Sirius.

657 "Terri Werner" (3506680576)
00:43:01.710 --> 00:43:09.120
Not what the person is doing this, demonstrating the junk behavior and activity that you're involved in, or that you could pivot to.

658 "Terri Werner" (3506680576)
00:43:03.505 --> 00:43:08.545
All right, so fundamental facts about behavior, let's kind of talk about that.

659 "Terri Werner" (3506680576)
00:43:09.385 --> 00:43:21.235
This is kind of the bread and butter of tools of choice, and some really good fundamental facts that can be challenging to to understand, but they're very, very important and positive behavior supports.

660 "Terri Werner" (3506680576)
00:43:09.120 --> 00:43:16.620
Pivot on another on the person on the person that's demonstrating the job. So if, uh.

661 "Terri Werner" (3506680576)
00:43:16.620 --> 00:43:20.280
If Christine is demonstrating junk behavior.

662 "Terri Werner" (3506680576)
00:43:20.280 --> 00:43:33.690
I'm just going to continue that conversation with Christine as if that yelling is not occurring. I'm just going to continue to have that positive conversation and not focus on that yelling. I'm not gonna say anything about it. I'm just going to continue talking to her.

663 "Terri Werner" (3506680576)
00:43:23.280 --> 00:43:26.610
Okay, so the 1st, 1 is, um.

664 "Terri Werner" (3506680576)
00:43:26.610 --> 00:43:32.070
Behavior is always right given the person's environment history.

665 "Terri Werner" (3506680576)
00:43:32.070 --> 00:43:41.040
So, this basically, what this really means is, we would probably behave in the same way, given a particular environment in history.

666 "Terri Werner" (3506680576)
00:43:34.315 --> 00:43:48.925
Okay, so unless you use pivot on the person, what we want you to think about doing here is after the junk behavior has stopped for 10 consecutive seconds, then we're going to pivot that they can basketball.

667 "Terri Werner" (3506680576)
00:43:48.925 --> 00:43:50.034
We're going to pivot back.

668 "Terri Werner" (3506680576)
00:43:41.545 --> 00:43:55.555
So, we must make efforts to understand that that person. They're not willingly, you know, trying to do something negative or bad or wrong. It's based on their history. It's based on what they know what they grew up with.

669 "Terri Werner" (3506680576)
00:43:55.585 --> 00:44:01.015
They're learning history, their genetics or physiology. You know what they're exposed.

670 "Terri Werner" (3506680576)
00:43:50.370 --> 00:43:57.270
And we're going to pivot towards that person, and we're going to focus on that person's just okay or desirable behavior.

671 "Terri Werner" (3506680576)
00:43:57.270 --> 00:44:02.730
Okay, and we're going to say something reinforcing to them if we can think of anything.

672 "Terri Werner" (3506680576)
00:44:01.040 --> 00:44:02.910
Sure was, you know.

673 "Terri Werner" (3506680576)
00:44:02.730 --> 00:44:09.690
All right, so I'm gonna, I'm gonna practice with you here and see what you think.

674 "Terri Werner" (3506680576)
00:44:02.910 --> 00:44:15.450
Things affect the behavior, the outcome. All right. Um, a lot of our individuals that we personally work with have pretty significant trauma histories that affect.

675 "Terri Werner" (3506680576)
00:44:09.690 --> 00:44:15.990
Okay, so Johnny Johnny is washing dishes right now.

676 "Terri Werner" (3506680576)
00:44:15.450 --> 00:44:23.700

Their behaviour today, you know, in different circumstances, you know, if you go in, um.

677 "Terri Werner" (3506680576)
00:44:15.990 --> 00:44:20.370
Ok, so I'm going to pivot on another person.

678 "Terri Werner" (3506680576)
00:44:20.370 --> 00:44:24.330
So, John is watching dishes and I'm helping Johnny drive the dishes.

679 "Terri Werner" (3506680576)
00:44:23.700 --> 00:44:30.810
You know, knock on somebody's door in the morning at 60 am to maybe.

680 "Terri Werner" (3506680576)
00:44:24.715 --> 00:44:39.385
And Johnny starts in and he starts to complain I hate these freaking dishes or so freaking stupid. I hate him. I hate him. I hate him. So we were having a conversation before that junk happened. Now I'm going to kind of pivot away.

681 "Terri Werner" (3506680576)
00:44:31.135 --> 00:44:45.805
You know, say, hey, you know, your breakfast is ready or your medications waiting are you ready to get up, you know, and they start to yell scream or, you know, react negatively. It could be their trauma history.

682 "Terri Werner" (3506680576)
00:44:45.955 --> 00:44:50.605
It could be that maybe they're a victim of abuse of some nature and when.

683 "Terri Werner" (3506680576)
00:44:39.690 --> 00:44:50.100
And Sally just walked in the ring Sally is somebody that also lives in his home. Sally walks in and I'm just going to have a brief conversation with Sally.

684 "Terri Werner" (3506680576)
00:44:50.100 --> 00:44:57.090
While Johnny over here, you know, demonstrating John. Hey, Sally. How's it going? What are you up to today?

685 "Terri Werner" (3506680576)
00:44:50.810 --> 00:45:01.920
Dad came in at 60 a M, in the morning, it brought back those bad memories and they reacted as such. So that that we need to really kind of think about is people's histories.

686 "Terri Werner" (3506680576)
00:44:57.090 --> 00:45:06.480
You know, and we have a conversation within about 10 seconds after Johnny stops the junk, or becomes more minimal. I'm going to pivot that.

687 "Terri Werner" (3506680576)

00:45:01.920 --> 00:45:08.970

But it's not just people's histories. It's also, you know, context. So the way I.

688 "Terri Werner" (3506680576)

00:45:06.480 --> 00:45:16.050

And I'm going to continue to have a conversation with Johnny. Is it? The junk didn't even happen. I'm not going to say Johnny. I'm glad you're not whiny. I'm going to say, hey, Johnny.

689 "Terri Werner" (3506680576)

00:45:08.970 --> 00:45:18.540

Or or react around my friends is different than the way I act when I'm with my peers at work.

690 "Terri Werner" (3506680576)

00:45:16.050 --> 00:45:20.760

Great job doing those dishes. That's so responsible. They're looking great.

691 "Terri Werner" (3506680576)

00:45:18.540 --> 00:45:22.560

Okay, so context is important. Um.

692 "Terri Werner" (3506680576)

00:45:20.760 --> 00:45:32.610

Okay, so that's 1 way to pivot pivot and on another person, making it realistic, you know, so that helps me not focus on his junk behavior by. I'm not saying anything about it.

693 "Terri Werner" (3506680576)

00:45:22.560 --> 00:45:36.175

You know, so your home versus work, or if you're around your peers versus your your, your people at work, it, it, it, it differs we act a little bit differently in different circumstances in different environments.

694 "Terri Werner" (3506680576)

00:45:36.595 --> 00:45:40.435

Another thing that I think of, when I think about this, this fundamental fact.

695 "Terri Werner" (3506680576)

00:45:32.610 --> 00:45:46.465

That I'm reinforcing the desired behaviour that I want to see more out of Johnny on an activity. Johnny starts whining and we were having a conversation. I'm going to stop that conversation. I'm not ignoring Johnny. Okay.

696 "Terri Werner" (3506680576)

00:45:46.735 --> 00:45:47.785

But I'm not really.

697 "Terri Werner" (3506680576)

00:45:40.710 --> 00:45:52.855

Is we have a lot of individuals who have sensory challenges and sometimes noise sometimes crowds sometimes touch or, you know,

698 "Terri Werner" (3506680576)

00:45:52.855 --> 00:45:59.305

can be very invasive and and people say, well, that behavior came out of nowhere when it didn't.

699 "Terri Werner" (3506680576)

00:45:48.090 --> 00:45:55.020

Talking to him at that moment too much. I'm pivoting onto an activity, which is doing our, uh.

700 "Terri Werner" (3506680576)

00:45:55.020 --> 00:45:59.010

Um, you know, clean, not cleaning the dishes, but putting the dishes away.

701 "Terri Werner" (3506680576)

00:45:59.010 --> 00:46:03.600

Drying them, so I'm focusing on drawing the dishes and putting them in the cabinet.

702 "Terri Werner" (3506680576)

00:45:59.580 --> 00:46:09.415

It was something sensory it was a sensory overload or something within that environment that created a worsening for that person. Okay.

703 "Terri Werner" (3506680576)

00:46:09.775 --> 00:46:19.165

And so there's a lot of things that we may not be totally aware of that's affecting that person's behavior and the outcome. So we want to be more.

704 "Terri Werner" (3506680576)

00:46:03.865 --> 00:46:15.355

That junk behavior stops, I'm going to pivot back and I'm gonna continue to talk about Johnny, whatever we were talking about before the junk started and I might even say again, Johnny. Wow.

705 "Terri Werner" (3506680576)

00:46:15.385 --> 00:46:19.105

You're doing an amazing job with those dishes, buddy, and look at those.

706 "Terri Werner" (3506680576)

00:46:19.290 --> 00:46:26.280

You know, your responsible actions is really paying off. It's really helping you with your goal of becoming more independent.

707 "Terri Werner" (3506680576)

00:46:19.580 --> 00:46:25.290

We want to be more empathetic and understanding that there's a reason for everything that we do in life.

708 "Terri Werner" (3506680576)
00:46:25.290 --> 00:46:28.590
Okay, we just got to figure out what those things are.

709 "Terri Werner" (3506680576)
00:46:26.280 --> 00:46:29.700
Okay, um, same thing.

710 "Terri Werner" (3506680576)
00:46:28.590 --> 00:46:34.020
And oftentimes it takes a change in our behavior to change the environment.

711 "Terri Werner" (3506680576)
00:46:29.700 --> 00:46:43.015
Pivot on the person, I don't have to wait that 10 seconds. I'm just going to continue to talk to Johnny as if the chunks not happening. So I'm not saying anything about the junk. I'm not saying hey, Johnny quit your whining. Why do you always whine?

712 "Terri Werner" (3506680576)
00:46:43.225 --> 00:46:46.195
I'm focusing on the fact that he's doing the dishes.

713 "Terri Werner" (3506680576)
00:46:34.020 --> 00:46:48.480
Okay, so we got to also look at us and how we're reacting to different things. So most importantly, I keep mentioning this, but we want to focus on the desired behaviors we want to teach and model those desired actions. So we want to change our focus.

714 "Terri Werner" (3506680576)
00:46:46.380 --> 00:46:49.800
Wow, man, you know what sure.

715 "Terri Werner" (3506680576)
00:46:48.480 --> 00:46:52.795
And help that person have more success in the environments in which they are they're in.

716 "Terri Werner" (3506680576)
00:46:53.245 --> 00:47:07.525
So if they're adverse to noise or crowds, we want to limit noise and crowds within their environment to help them or help them use, use headphones when they become overwhelmed. So, there's a lot of things that we can do to support that person.

717 "Terri Werner" (3506680576)
00:46:49.800 --> 00:46:54.660
You you have done the dishes 3 times this week way to go, buddy.

718 "Terri Werner" (3506680576)
00:46:54.660 --> 00:47:01.650

That's those actions are very responsible and it's helping you with your goal, becoming more independent.

719 "Terri Werner" (3506680576)
00:47:01.650 --> 00:47:11.910

Way to go. That's pivot. I'm not focusing on the junk. I'm not saying anything about it. I'm not reacting to it by facial expressions. Body language.

720 "Terri Werner" (3506680576)
00:47:07.830 --> 00:47:11.010
And being more successful.

721 "Terri Werner" (3506680576)
00:47:11.010 --> 00:47:21.450
Okay, this is another fundamental fact and it's called consequences when you think of consequences, what does that mean to you guys? What do you guys think consequences? Does that.

722 "Terri Werner" (3506680576)
00:47:11.910 --> 00:47:18.810
What I am doing is I'm pivoting back and I'm focusing on the desirable or just okay. Behavior of the person.

723 "Terri Werner" (3506680576)
00:47:18.810 --> 00:47:22.950
That's the behavior we want to spend time on. That's the behavior we want to reinforce.

724 "Terri Werner" (3506680576)
00:47:22.890 --> 00:47:32.575
Do you feel like that's kind of negative when I used to hear the word consequences? I always thought when it's negative, that's something bad, but it's not a consequences.

725 "Terri Werner" (3506680576)
00:47:32.575 --> 00:47:39.144
Just anything that occurs after a behavior anything and and it can either strengthen the behavior to.

726 "Terri Werner" (3506680576)
00:47:23.215 --> 00:47:33.835
Okay, that's our pivot tool. I went through it really quick. So why not just ignore it? The problems with ignoring is they can be very coercive.

727 "Terri Werner" (3506680576)
00:47:34.435 --> 00:47:42.565
They can be reinforcing a very reinforcing action. They can cause a behavior verse. So that means that the behavior.

728 "Terri Werner" (3506680576)
00:47:39.660 --> 00:47:47.880
In the future, or it can weaken it the only way you're going to know the effect of a consequence is by what happens to the behavior in the future.

729 "Terri Werner" (3506680576)
00:47:42.950 --> 00:47:49.890
Increase the intensity so ignoring, I don't know about y'all, but I don't like to be ignored. You know, ignoring is.

730 "Terri Werner" (3506680576)
00:47:47.880 --> 00:47:52.530
Okay, so so that that's a big 1.

731 "Terri Werner" (3506680576)
00:47:49.890 --> 00:47:54.480
Johnny starts the junk behavior, and I just leave the room and I don't come back.

732 "Terri Werner" (3506680576)
00:47:52.530 --> 00:48:00.060
So, what I want you all to think about is determine the consequences a person will work to obtain.

733 "Terri Werner" (3506680576)
00:47:54.480 --> 00:48:01.410
I don't reinforce the fact that he's doing the dishes. I don't reinforce that. He's done the dishes 3 days. This suite.

734 "Terri Werner" (3506680576)
00:48:00.060 --> 00:48:04.530
This is going to be improvement in their life. Okay. And arrange for that thing to happen.

735 "Terri Werner" (3506680576)
00:48:01.410 --> 00:48:06.510
I don't do anything, I just ignore it and walk away. I'm not taught him anything.

736 "Terri Werner" (3506680576)
00:48:04.530 --> 00:48:11.250
All right, um, and and hopefully within time that desired behavior.

737 "Terri Werner" (3506680576)
00:48:06.510 --> 00:48:13.170
Maybe I told him maybe he doesn't want to do the dishes cause he doesn't get any kind of reaction from me out of it.

738 "Terri Werner" (3506680576)
00:48:11.250 --> 00:48:17.760
That's going to help improve that quality of life of that person and others around them is going to be more likely to occur.

739 "Terri Werner" (3506680576)
00:48:13.170 --> 00:48:22.620
So advantages of pivot, aren't they increase desirable or just okay. Behaviors while weakening undesirable behaviors and they prevent that behavior burst.

740 "Terri Werner" (3506680576)
00:48:17.760 --> 00:48:24.720
All right. Okay so, and then you're just going to observe and see is the behavior.

741 "Terri Werner" (3506680576)
00:48:22.620 --> 00:48:27.630
And they also prevent serious behaviour, hopefully, because we're not reacting to it.

742 "Terri Werner" (3506680576)
00:48:24.720 --> 00:48:29.820
The desirable behavior is increasing and that's what you want to see. All right.

743 "Terri Werner" (3506680576)
00:48:29.040 --> 00:48:35.850
Okay, let's practice really quick. We're just gonna practice 1 on this because of the time we've got annoyed. Daddy.

744 "Terri Werner" (3506680576)
00:48:31.315 --> 00:48:42.715
Okay, also, another fundamental fact is it takes time for changes in the environment to change behavior doesn't happen overnight.

745 "Terri Werner" (3506680576)
00:48:42.715 --> 00:48:49.765
Sometimes some of the individuals we work with, they demonstrated these undesirable behaviors for a long period of time.

746 "Terri Werner" (3506680576)
00:48:35.850 --> 00:48:40.380
Added frequently picks her nose she's telling you about the school package. She just got.

747 "Terri Werner" (3506680576)
00:48:40.380 --> 00:48:43.470
You're in the middle of typing an email, so.

748 "Terri Werner" (3506680576)
00:48:43.470 --> 00:48:47.820
Picking up the nose is the junk behaviour.

749 "Terri Werner" (3506680576)
00:48:47.820 --> 00:48:50.910
Okay, so how would I pivot.

750 "Terri Werner" (3506680576)
00:48:49.820 --> 00:48:53.640
Because it's, it's got their needs met. It's worked for them.

751 "Terri Werner" (3506680576)
00:48:50.910 --> 00:48:55.890

On on on an activity.

752 "Terri Werner" (3506680576)

00:48:53.640 --> 00:49:08.485

You know, it's it's, it's gotten them out of things that they don't wish to do, like their daily hygiene or their chores or going to work or school. You know, if I whine enough, if I yell enough, you know, I don't have to do these things. It gets me out of things. Okay.

753 "Terri Werner" (3506680576)

00:49:09.115 --> 00:49:13.615

Um, but we need to start teaching and reinforcing those desired behaviors is going to help.

754 "Terri Werner" (3506680576)

00:48:55.890 --> 00:49:06.360

So, on pivoting on an activity typing, so I'm typing so I had a conversation with Andy. Hey, Andy. How's it going? What are you doing? She starts to pick her nose.

755 "Terri Werner" (3506680576)

00:49:06.360 --> 00:49:13.320

So, I'm typing when am I going to stop typing and respond back to adding.

756 "Terri Werner" (3506680576)

00:49:13.320 --> 00:49:18.810

Anybody in chat typing.

757 "Terri Werner" (3506680576)

00:49:13.640 --> 00:49:24.645

Improve their quality of life and give them the tools that's going to help them be more successful. So instead of hitting, what can I teach that person to do?

758 "Terri Werner" (3506680576)

00:49:24.645 --> 00:49:32.955

That's going to be more effective using my boys, you know, learning some self calming techniques when I get angry.

759 "Terri Werner" (3506680576)

00:49:20.880 --> 00:49:25.740

What do you think when am I going to stop typing and pivot that to adding.

760 "Terri Werner" (3506680576)

00:49:29.550 --> 00:49:44.515

10 seconds no junk. Absolutely. Joe, I'm typing. She stops picking your nose. I'm going to pivot back and I'm going to start talking to Addy. Okay. As if the junk is not even happening. All right. Okay. So, um.

761 "Terri Werner" (3506680576)

00:49:33.640 --> 00:49:42.870

Instead of hitting others, maybe hitting a punching bag or coloring or drawing or deep breathing all those things can be quite effective.

762 "Terri Werner" (3506680576)

00:49:42.870 --> 00:49:53.130

All right, so so some of the things that you're gonna need to do, when you're looking at helping part, a person learn, alternative behaviors and changing things is be patient.

763 "Terri Werner" (3506680576)

00:49:44.850 --> 00:49:54.870

So, um, I can tell you're so post stoked about those packages adding hey, what's in that package? Did you get something from your mom today?

764 "Terri Werner" (3506680576)

00:49:53.130 --> 00:49:57.600

Be consistent wait a couple of weeks to see if you're seeing improvement.

765 "Terri Werner" (3506680576)

00:49:54.870 --> 00:50:05.580

Something like that. Okay. Didn't say anything about the picking of the nose not to say that maybe during calm times later, we can kind of maybe have conversations about.

766 "Terri Werner" (3506680576)

00:49:57.600 --> 00:50:03.150

Um, and take data that is what's really important, because that's the only way we're going to know.

767 "Terri Werner" (3506680576)

00:50:03.150 --> 00:50:06.450

Are those desired behaviors happening? More frequency?

768 "Terri Werner" (3506680576)

00:50:05.580 --> 00:50:11.730

You know, hygiene using the set expectations tool. Okay but not not now.

769 "Terri Werner" (3506680576)

00:50:06.450 --> 00:50:19.470

And are those undesired behaviors, decreasing and intensity and frequency and duration so taking data is going to let us know our our efforts paying off are we making an impact?

770 "Terri Werner" (3506680576)

00:50:12.325 --> 00:50:24.445

All right, we're going to we're so real quick outburst, Ali, he's at the table, Oliver and Sally are working on a project Oliver's muttering things like this is so stupid. I'm going to tear it up.

771 "Terri Werner" (3506680576)

00:50:24.835 --> 00:50:27.715

Sally is working while humming her favorite song.

772 "Terri Werner" (3506680576)

00:50:21.000 --> 00:50:26.790

Number 4 is passed behaviors, the best predictor of future behavior all things being equal.

773 "Terri Werner" (3506680576)
00:50:26.790 --> 00:50:30.540
So, again, remember past experiences.

774 "Terri Werner" (3506680576)
00:50:28.050 --> 00:50:32.190
So this is pivot on another person.

775 "Terri Werner" (3506680576)
00:50:31.255 --> 00:50:44.605
If it didn't work the last time we want to change our strategy mix things up a little bit, kind of pay attention to how we're reacting to some of that junk behavior or that undesired behavior that people are demonstrating.

776 "Terri Werner" (3506680576)
00:50:45.625 --> 00:50:50.455
And maybe we don't even recognize that. Our facial expressions where our body language.

777 "Terri Werner" (3506680576)
00:50:32.190 --> 00:50:38.460
Okay, so when would I pivot on Sally?

778 "Terri Werner" (3506680576)
00:50:38.460 --> 00:50:44.160
So, when would I pivot so so so.

779 "Terri Werner" (3506680576)
00:50:44.160 --> 00:50:47.580
Yeah, um, when would I pivot on? Um.

780 "Terri Werner" (3506680576)
00:50:47.580 --> 00:50:50.760
Sally in this situation.

781 "Terri Werner" (3506680576)
00:50:50.540 --> 00:50:54.270
Is very coercive, so we need to change what we're doing.

782 "Terri Werner" (3506680576)
00:50:54.270 --> 00:51:06.150
Ok, we also need to anticipate problems and prevent them from happening. So we really need to anticipate what's typical for that person. What can I do to prevent it from happening?

783 "Terri Werner" (3506680576)
00:50:54.720 --> 00:51:05.610
Anybody when the jump from Oliver begins. Excellent, Joe. Absolutely. And when would I pivot back?

784 "Terri Werner" (3506680576)
00:51:06.150 --> 00:51:10.650
So, if I know my 2 year old.

785 "Terri Werner" (3506680576)
00:51:06.870 --> 00:51:14.730
On Oliver, so if Sally is working.

786 "Terri Werner" (3506680576)
00:51:10.650 --> 00:51:14.550
She's learned if she throws that temper tantrum in Walmart.

787 "Terri Werner" (3506680576)
00:51:14.575 --> 00:51:26.485
And I give in because it's so embarrassing, you know, so, every time we go to Walmart, she throws a temper tantrum. I give an, I give her that that candy bar this time. I anticipate that problem. I'm going to prevent it.

788 "Terri Werner" (3506680576)
00:51:26.935 --> 00:51:34.495
So, I'm going to come up with a plan and I'm gonna use a tool. What what we call a set expectations. Okay that's cool.

789 "Terri Werner" (3506680576)
00:51:14.730 --> 00:51:23.730
So, I'm just going to go over. I'm going to hey, Sally. What are you working on over here, man? You look like you're doing a great job. Look at you girl. Look at Chicago girl.

790 "Terri Werner" (3506680576)
00:51:24.655 --> 00:51:37.705
When Oliver stops murdering and stops saying he's going to tear things up when he's starting to work on his project. I'm going to pivot that and I'm going to focus on all over. However, look at you look at that.

791 "Terri Werner" (3506680576)
00:51:38.275 --> 00:51:41.005
You're doing an amazing job. You've already completed.

792 "Terri Werner" (3506680576)
00:51:34.550 --> 00:51:37.530
I'm going to say, you know, Jamie.

793 "Terri Werner" (3506680576)
00:51:38.005 --> 00:51:48.175
We're only going to get the things on our list today when we go to Walmart and I want you to hold onto Mommy's card. If we do those 2 things then when we check out at Walmart, you can pick out 1 thing.

794 "Terri Werner" (3506680576)
00:51:48.505 --> 00:51:56.605
But if you choose not to, then we're not going to get that 1 thing at the checkout line. Okay. So.

795 "Terri Werner" (3506680576)
00:51:41.310 --> 00:51:49.200
Half of that of a project way to go. It's looking amazing. You're doing an outstanding job, keep it up buddy.

796 "Terri Werner" (3506680576)
00:51:49.200 --> 00:51:55.440
Okay, I'm not focusing on the junk at all. All right stay close hot.

797 "Terri Werner" (3506680576)
00:51:55.440 --> 00:52:02.520
Stay close hot has many of the same steps as stay close, random routine and cool.

798 "Terri Werner" (3506680576)
00:51:56.910 --> 00:52:03.930
If she throws a temper tantrum at some point in Walmart, I'm not gonna give her that thing I'm gonna say, you know what.

799 "Terri Werner" (3506680576)
00:52:02.520 --> 00:52:11.305
The, the portion that is different than the stay close, random routine or the stay close. Yeah. Random routine and cool.

800 "Terri Werner" (3506680576)
00:52:11.305 --> 00:52:22.495
And that we talked about earlier are direct to alternative behaviors, use reinforcement after de escalation. Okay. So those are some things.

801 "Terri Werner" (3506680576)
00:52:03.955 --> 00:52:18.505
Next time I believe you're gonna be able to do these things. Okay but this time we're gonna go home. And we're gonna have a great day. Okay so it's earn or donor. So, if she didn't throw that temper tantrum then she would earn that candy bar.

802 "Terri Werner" (3506680576)
00:52:18.565 --> 00:52:23.845
But if she chose not to, and she threw a temper tantrum, I would stick to my guns and I would leave the store.

803 "Terri Werner" (3506680576)
00:52:22.545 --> 00:52:36.045
Things that are a little bit different from the last ones. And if you notice during stay close hot, this is a worsening for the person. Something bad has happened. They're sad. They're angry. They're frustrated.

804 "Terri Werner" (3506680576)
00:52:36.045 --> 00:52:42.435
Something in their world is not going. Well, so the 1st thing that we need to do in a stay close hot interaction.

805 "Terri Werner" (3506680576)

00:52:24.180 --> 00:52:29.280

Okay, so that's how I'm anticipating problems and I'm going to prevent them from happening.

806 "Terri Werner" (3506680576)

00:52:29.280 --> 00:52:39.000

9 number 5 giving negative course and punishing consequences typically results in many, many, many more problems.

807 "Terri Werner" (3506680576)

00:52:39.000 --> 00:52:45.630

Including undesirable behaviors. Okay so again, we're changing our focus here.

808 "Terri Werner" (3506680576)

00:52:42.520 --> 00:52:52.080

Is we do not want to react with junk stop yelling, stop cursing, stop slamming the door. We don't want to say anything about the junk.

809 "Terri Werner" (3506680576)

00:52:45.630 --> 00:52:53.070

And our focus is on teaching modeling and reinforcing the desired behaviors that we want to see more of.

810 "Terri Werner" (3506680576)

00:52:52.080 --> 00:52:55.710

Okay. Um, now number 2.

811 "Terri Werner" (3506680576)

00:52:53.070 --> 00:52:58.410

Okay, so we're gonna we're going to really understand that that giving.

812 "Terri Werner" (3506680576)

00:52:55.710 --> 00:52:58.950

Usually move to the person and remain within arm's length.

813 "Terri Werner" (3506680576)

00:52:58.410 --> 00:53:04.650

Punishing consequences affects our relationships with the, with the person. Um.

814 "Terri Werner" (3506680576)

00:52:58.950 --> 00:53:10.320

You've got to know your person and you have to know the context. So moving in, you may need to ask permission. If it's a sad moment. The person is really sad moving in can be very comforting.

815 "Terri Werner" (3506680576)

00:53:04.650 --> 00:53:14.550

And when they see us walk in the room, they may avoid us or escape being around us because of all those coercive interactions we've had with him in the past.

816 "Terri Werner" (3506680576)

00:53:10.320 --> 00:53:14.340

Is Sally, would you mind if I moved closer and sit next to you?

817 "Terri Werner" (3506680576)

00:53:14.340 --> 00:53:17.910

Um, would you like to talk about what's upsetting? You.

818 "Terri Werner" (3506680576)

00:53:14.550 --> 00:53:17.970

And they often learn coercive techniques.

819 "Terri Werner" (3506680576)

00:53:17.910 --> 00:53:26.130

If the person is highly angry, you know, you might want to wait until the person is kind of calm a little bit before you move in.

820 "Terri Werner" (3506680576)

00:53:17.970 --> 00:53:21.240

From us, so they start to demonstrate that.

821 "Terri Werner" (3506680576)

00:53:21.240 --> 00:53:28.470

Okay, so instead we're going to start teaching those desirable skills. It's going to help them have more success in life.

822 "Terri Werner" (3506680576)

00:53:26.130 --> 00:53:40.855

And always ask, okay, touch is another 1 touch may come later. If somebody is really angry, you know, touch after the person is kind of de-escalated and the calmer touch can be very calming.

823 "Terri Werner" (3506680576)

00:53:41.125 --> 00:53:43.555

But when somebody's heightened and highly angry.

824 "Terri Werner" (3506680576)

00:53:30.355 --> 00:53:35.905

In the long run behavior responds better to positive consequences. Again.

825 "Terri Werner" (3506680576)

00:53:36.295 --> 00:53:48.445

We've had all this research, thousands and thousands of research done on positive behavior supports and it works it absolutely works and it's much much more effective.

826 "Terri Werner" (3506680576)

00:53:44.040 --> 00:53:50.340

Touch may actually increase the opportunity of that crisis cycle increasing.

827 "Terri Werner" (3506680576)

00:53:48.470 --> 00:53:50.400

Okay.

828 "Terri Werner" (3506680576)

00:53:50.340 --> 00:53:55.050

Um, so you got to kind of have to know your person, the situation.

829 "Terri Werner" (3506680576)

00:53:50.400 --> 00:53:56.310

Have you all ever had a boss that was punitive?

830 "Terri Werner" (3506680576)

00:53:55.050 --> 00:54:03.030

Ask open ended questions, Sally. You see, you know, what happened you seem very upset.

831 "Terri Werner" (3506680576)

00:53:56.310 --> 00:54:05.845

In nature, and anytime you were called into the office, it was, you were scared to death because you knew you were in trouble, you knew you were gonna get this huge lecture.

832 "Terri Werner" (3506680576)

00:54:06.025 --> 00:54:12.475

You knew that, you know, something horrible was about to happen and you, your relationship with that person wasn't good.

833 "Terri Werner" (3506680576)

00:54:03.030 --> 00:54:10.290

Listen more talk less use those empathy statements and Sally. You see, you've seen angry.

834 "Terri Werner" (3506680576)

00:54:10.615 --> 00:54:22.375

What can I do to help encouragement? You know, I don't even know what to say, but I just appreciate you coming to me, you sharing your feelings you're talking to me, thank you for that. I appreciate you.

835 "Terri Werner" (3506680576)

00:54:22.375 --> 00:54:29.935

Opening up and and talking about your feelings, because maybe in the past, she didn't talk she used aggression.

836 "Terri Werner" (3506680576)

00:54:12.840 --> 00:54:17.940

Anybody can anybody recall a situation where you've had that boss in your life?

837 "Terri Werner" (3506680576)

00:54:21.390 --> 00:54:29.070

Yes, Christine said and and it really affected you probably hated coming to work.

838 "Terri Werner" (3506680576)

00:54:29.070 --> 00:54:38.070

Yes, it gives you so much anxiety. Absolutely. Your work was effected that professional work environment was not there.

839 "Terri Werner" (3506680576)

00:54:30.290 --> 00:54:35.610

But today she's talking and you want to encourage that behavior to continue, you're going to repeat.

840 "Terri Werner" (3506680576)

00:54:35.610 --> 00:54:44.700

As much as you can until Sally is ready for the next step, so you might use open ended questions, empathy encouragement many, many times.

841 "Terri Werner" (3506680576)

00:54:38.070 --> 00:54:42.960

You wanted to get out of out of work you were sick, you know, maybe you were sick more.

842 "Terri Werner" (3506680576)

00:54:42.960 --> 00:54:51.150

You you did everything, you could to find another job. It just wasn't a great experience and you didn't learn anything that anxiety was so high.

843 "Terri Werner" (3506680576)

00:54:44.700 --> 00:54:48.060

Before you're ready for the next step, the next step.

844 "Terri Werner" (3506680576)

00:54:48.060 --> 00:54:55.020

After you see that person start to de, escalate their voices calmer, they see more relaxed.

845 "Terri Werner" (3506680576)

00:54:51.150 --> 00:54:57.720

It affected learning, it affected your growth, it affected your self esteem. It affected everything about, you.

846 "Terri Werner" (3506680576)

00:54:55.020 --> 00:55:00.000

You know, then you can direct to an alternative to behavior or common situations.

847 "Terri Werner" (3506680576)

00:54:57.720 --> 00:55:02.580

But if you ever had a boss that was empathetic, encouraging.

848 "Terri Werner" (3506680576)

00:55:00.000 --> 00:55:03.450

Or problem solving problem solving may come the next day.

849 "Terri Werner" (3506680576)

00:55:02.605 --> 00:55:14.065

Model the behaviors that's going to help you be successful in your job, you know, those are the, those, those are the employers that, you know, maintain a positive work environment,

850 "Terri Werner" (3506680576)

00:55:14.515 --> 00:55:19.675

an environment where you want to come to work each day you feel respected, you feel valued.

851 "Terri Werner" (3506680576)

00:55:03.450 --> 00:55:18.120

Um, and you have to teach those self management skills, you can't just say, hey, would it be helpful to practice deep breathing when they've never even learned how to debrief so you gotta teach those skills ahead if you want to try and use them with the person.

852 "Terri Werner" (3506680576)

00:55:18.120 --> 00:55:26.400

So, you know, Sally, it's a pretty day. What do you think about taking a walk that seemed to help you yesterday? You want to try it today?

853 "Terri Werner" (3506680576)

00:55:20.040 --> 00:55:23.730

You feel like you have the tools to do a good job, because they're.

854 "Terri Werner" (3506680576)

00:55:23.730 --> 00:55:27.420

Helping you get there, so when you go into their office.

855 "Terri Werner" (3506680576)

00:55:26.875 --> 00:55:36.145

That might be helpful, reinforce the desired action, you know I know. It's not easy, but thank you for talking to me, thank you for going for a walk to me, thank you.

856 "Terri Werner" (3506680576)

00:55:36.145 --> 00:55:42.145

For, for, for, for being there and walking away from a difficult situation wasn't easy.

857 "Terri Werner" (3506680576)

00:55:27.925 --> 00:55:42.595

They're helpful their kind, and that is where we want to teach everyone everybody to be this helpful, kind encouraging, empathetic, supportive in all situations, even during those rough moments,

858 "Terri Werner" (3506680576)

00:55:42.595 --> 00:55:44.785

when people are face, you know, are having.

859 "Terri Werner" (3506680576)

00:55:42.450 --> 00:55:50.040

Stateless hot again, empathy is being able to take the perspective of another and communicate to that person.

860 "Terri Werner" (3506680576)
00:55:45.090 --> 00:55:49.230
Because it can really make a difference. In fact.

861 "Terri Werner" (3506680576)
00:55:50.040 --> 00:55:55.710
So, we're going to do 1 practice before the end of today it's almost 3 o'clock.

862 "Terri Werner" (3506680576)
00:55:50.760 --> 00:55:55.110
So, a universal positive approach sets the foundation.

863 "Terri Werner" (3506680576)
00:55:55.110 --> 00:56:08.875
For all interventions, so to effectively change behavior again, you've heard this so many times today. Um, but we're going to always find ways to teach, find and pay more attention to desirable behaviors.

864 "Terri Werner" (3506680576)
00:56:09.115 --> 00:56:15.025
So, that is our key giveaway today is is after you leave today's training.

865 "Terri Werner" (3506680576)
00:55:55.710 --> 00:56:02.220
Sam had a very sad phone call. He just got into an argument with his roommate.

866 "Terri Werner" (3506680576)
00:56:02.220 --> 00:56:05.970
She frequently lays in bed for hours crying when she's upset.

867 "Terri Werner" (3506680576)
00:56:05.970 --> 00:56:15.330
She's been in bed, crying and text you about the fight I'm so over this, I'm not going to take this crap anymore. I'm so over it.

868 "Terri Werner" (3506680576)
00:56:15.110 --> 00:56:17.340
You find some opportunities.

869 "Terri Werner" (3506680576)
00:56:17.310 --> 00:56:21.840
What kind of the open ended question empathy and encouraging statement.

870 "Terri Werner" (3506680576)
00:56:17.340 --> 00:56:30.625
To find those times in which your children, your grandchildren, your, your peers, or your people that you supervisor demonstrating those desirable actions, and reinforce them provide that positive consequence.

871 "Terri Werner" (3506680576)

00:56:30.955 --> 00:56:34.945

Let them know what a good job they're doing build on those things.

872 "Terri Werner" (3506680576)

00:56:21.840 --> 00:56:25.440

Can we use here? What do you guys think.

873 "Terri Werner" (3506680576)

00:56:30.510 --> 00:56:43.650

Anybody what? The statement. Okay. Are you safe? Have you been hurt?

874 "Terri Werner" (3506680576)

00:56:37.560 --> 00:56:42.240

Okay, so what are target behaviors guys anybody.

875 "Terri Werner" (3506680576)

00:56:43.650 --> 00:56:47.820

Okay, have you been hurt? Okay. All right.

876 "Terri Werner" (3506680576)

00:56:46.770 --> 00:56:57.540

Yeah, they're just behaviors we want to teach and increase and replace. Those are the behaviors again that we want to spend much more time on and focus on. But, you know what we tend to do.

877 "Terri Werner" (3506680576)

00:56:47.820 --> 00:56:51.180

Um, so Christine, you know, um.

878 "Terri Werner" (3506680576)

00:56:51.180 --> 00:56:55.140

Sam, what happened.

879 "Terri Werner" (3506680576)

00:56:55.140 --> 00:56:58.170

Would you like to talk to me about what happened?

880 "Terri Werner" (3506680576)

00:56:57.540 --> 00:57:03.900

Is we tend to focus down here on the weekend and decrease undesirable behaviors? Okay.

881 "Terri Werner" (3506680576)

00:56:59.310 --> 00:57:05.220

You know, I understand that. You're sad about the argument.

882 "Terri Werner" (3506680576)

00:57:03.900 --> 00:57:11.070

But again, these 2 up here are the ones that are positive behavior supports.

883 "Terri Werner" (3506680576)

00:57:05.220 --> 00:57:11.370

Absolutely, I mean, it sounds like it's really a difficult situation. What do you need.

884 "Terri Werner" (3506680576)
00:57:11.070 --> 00:57:24.240

And, um, are, you know, tools of choice training that you're learning about today these are the behaviors that we're going to spend time on and focus on and find opportunities to throughout the day to model those behaviors.

885 "Terri Werner" (3506680576)
00:57:11.370 --> 00:57:15.690

I love that sounds like a difficult situation. Empathy.

886 "Terri Werner" (3506680576)
00:57:15.690 --> 00:57:22.080

What do you mean? What can I do to support you? Right now? I love that. Katherine I love it. Love it. Love it.

887 "Terri Werner" (3506680576)
00:57:22.080 --> 00:57:28.230

Um, that's absolutely wonderful. Empathy. You guys are doing amazing. You guys have got this.

888 "Terri Werner" (3506680576)
00:57:24.240 --> 00:57:28.320

Okay, instead of among the behaviors, we don't want people to see.

889 "Terri Werner" (3506680576)
00:57:28.230 --> 00:57:34.230

Yes, you know, you seem very frustrated. What can I do to support you right now?

890 "Terri Werner" (3506680576)
00:57:28.405 --> 00:57:37.855

Like, if we don't want people to yell and scream and whine there, we're so, we're, we're gonna have to kind of watch how we're reacting to different things. Okay.

891 "Terri Werner" (3506680576)
00:57:38.035 --> 00:57:44.005

Instead we're gonna be modeling those desired actions that we want to see from others around us.

892 "Terri Werner" (3506680576)
00:57:34.230 --> 00:57:38.130

Okay, um, you know, there's.

893 "Terri Werner" (3506680576)
00:57:38.130 --> 00:57:50.460

It's not about magic words again. Empathy is about being present being in the moment with that person with unconditional kindness, not agreeing or disagreeing, but listening talk less.

894 "Terri Werner" (3506680576)

00:57:44.220 --> 00:57:54.510

Okay, and when that happens, when we spend more time up here, we are definitely going to see an increase in desirable behaviors. But again, it's going to take time.

895 "Terri Werner" (3506680576)

00:57:50.460 --> 00:57:56.730

And being present okay, encouragement, what can I say to encourage Sam?

896 "Terri Werner" (3506680576)

00:57:54.510 --> 00:57:59.280

And you got to keep data to see is it working? Because small change.

897 "Terri Werner" (3506680576)

00:57:56.730 --> 00:58:05.730

To continue, you know, what is Sam doing? That's good. What is Sam doing? That is it is a desirable behavior. What did he do this desirable.

898 "Terri Werner" (3506680576)

00:57:59.280 --> 00:58:04.170

Small changes are going to happen, but you may be so close to it. You may not even see it.

899 "Terri Werner" (3506680576)

00:58:05.730 --> 00:58:14.220

That's the behavior we want to encourage, you know, what he did.

900 "Terri Werner" (3506680576)

00:58:07.975 --> 00:58:21.145

Motivating desirable behavior again, we're going to spend a lot more time, you know, trying to find times and providing those positive consequences when people demonstrate those desired outcomes.

901 "Terri Werner" (3506680576)

00:58:21.475 --> 00:58:27.865

So, even even little things, like, they may not have totally clean their room. Like you want them to.

902 "Terri Werner" (3506680576)

00:58:15.990 --> 00:58:22.350

It took some time away from his for himself. She reached out.

903 "Terri Werner" (3506680576)

00:58:22.350 --> 00:58:33.600

And she texted, she reached out to someone to talk with and before she kept it in, and maybe she was self interest to herself. But today she reached out.

904 "Terri Werner" (3506680576)

00:58:27.890 --> 00:58:31.290

That they made an effort, it's better than what it was.

905 "Terri Werner" (3506680576)

00:58:31.290 --> 00:58:40.260

So concentrate on those small achievements, so small improvements instead of going in there and complaining about what they didn't do.

906 "Terri Werner" (3506680576)

00:58:33.600 --> 00:58:38.070

And she is sharing her emotions. Is that a behavior you want her to continue?

907 "Terri Werner" (3506680576)

00:58:38.070 --> 00:58:43.620

Absolutely, no, it wasn't easy picking up the phone and calling me.

908 "Terri Werner" (3506680576)

00:58:40.260 --> 00:58:50.400

Reinforce the things that they they did do. Okay, so we're going to minimize those undesirable behaviors we're gonna minimize and focus on this up here.

909 "Terri Werner" (3506680576)

00:58:43.620 --> 00:58:55.050

But you did it, you took some time to yourself, you got your thoughts in order, and you made a safe decision by calling me and sharing your feelings. That's not easy to do.

910 "Terri Werner" (3506680576)

00:58:50.400 --> 00:58:56.910

Okay, and then associating performing desirable behaviors with the big improvements. So if I.

911 "Terri Werner" (3506680576)

00:58:55.050 --> 00:58:58.230

But you did it, and I know you can do it again.

912 "Terri Werner" (3506680576)

00:58:56.910 --> 00:59:00.000

Um, learn to.

913 "Terri Werner" (3506680576)

00:58:58.230 --> 00:59:01.590

Okay, cause this isn't easy for her, but she did it.

914 "Terri Werner" (3506680576)

00:59:00.000 --> 00:59:09.210

Uh, you know, be responsible by, by cleaning my, my room, my home each day. Um.

915 "Terri Werner" (3506680576)

00:59:01.945 --> 00:59:16.195

Okay, so guys, it is 3 o'clock. You guys did an amazing, amazing job. I appreciate you all being here and thank you guys so much. I do talk a lot getting through. This is hard for me in 2 hours.

916 "Terri Werner" (3506680576)

00:59:16.195 --> 00:59:20.845

So I appreciate you hanging in there. Get out your phone again.

917 "Terri Werner" (3506680576)

00:59:09.355 --> 00:59:22.645

And I, you know, do the things that that to my parent wants me to do, like, mow the lawn, clean my room, take the trash out, get up and get ready for school, or work every day independently.

918 "Terri Werner" (3506680576)

00:59:23.125 --> 00:59:24.985

You know, then that should help.

919 "Terri Werner" (3506680576)

00:59:21.180 --> 00:59:33.750

This is an excellent podcast that's on 10 common conversions. It goes into the different types that we just kind of briefly went over today in much more detail. Lucas Evans I believe. Um.

920 "Terri Werner" (3506680576)

00:59:25.260 --> 00:59:32.065

Those around me understand that those responsible actions that I'm demonstrating, they deserve big improvements in my life.

921 "Terri Werner" (3506680576)

00:59:32.515 --> 00:59:45.235

So if I'm a teenager, I should be able to maybe have more responsibilities, provided to me, or have more independence because of those desired behaviors that I am demonstrating. So, a positive.

922 "Terri Werner" (3506680576)

00:59:34.105 --> 00:59:46.165

Created this podcast who did an amazing job? Awesome awesome training. If you haven't watched it yet. I do encourage you guys to attend a full tools of choice. Course it's much more linked. There.

923 "Terri Werner" (3506680576)

00:59:46.345 --> 00:59:53.635

You have your reliance trainings and then you have the practice workshops that you can attend you know, that's very highly.

924 "Terri Werner" (3506680576)

00:59:45.260 --> 00:59:50.130

The outcome should follow those positive behaviors that I'm demonstrating.

925 "Terri Werner" (3506680576)

00:59:51.115 --> 01:00:00.625

At work, maybe a promotion is in line for me, if I continue to demonstrate the roles and responsibilities in my job,

926 "Terri Werner" (3506680576)

01:00:01.015 --> 01:00:09.895

and I'm responsible respectful and get my work done in a timely manner, maybe there's a pay off. Maybe there's a big improvement come in my way.

927 "Terri Werner" (3506680576)

00:59:53.750 --> 01:00:04.365

Beneficial because that allows us to practice those skills to become more competent because these are hard skills, avoiding reacting with version is hard and it takes time and practice.

928 "Terri Werner" (3506680576)

01:00:04.545 --> 01:00:13.515

We also have a wonderful family coaching workshop opportunity for our families out there. It's in the evenings. I think Karen McCarthy is here with us. Today. She is 1 of our.

929 "Terri Werner" (3506680576)

01:00:11.790 --> 01:00:20.970

Okay, so again, our focus is not going to be on the undesirable behaviors. Instead. We're going to focus on the desirable behaviors we want people to do.

930 "Terri Werner" (3506680576)

01:00:13.750 --> 01:00:27.515

Coaching workshop presenters she does an absolutely fabulous job. I encourage you to attend those and with that said, I believe we're done for the day. I thank you. Thank you so much for being with me. And thank you for.

931 "Terri Werner" (3506680576)

01:00:27.515 --> 01:00:31.265

Letting me pick on some of you today. Through chat, I appreciate it.

932 "Terri Werner" (3506680576)

01:00:20.970 --> 01:00:28.920

Changing anyone's behavior will likely change our focus again. I would encourage you maybe put it like.

933 "Terri Werner" (3506680576)

01:00:28.920 --> 01:00:30.024

20 pennies.

934 "Terri Werner" (3506680576)

01:00:31.560 --> 01:00:33.654

And have a wonderful afternoon.