Developing Personal Accountability
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Facilitating Change

- Change is a process
  - Productive
  - Destructive
- Matter of perspective
- Desire for change
  - Self initiated
  - Other initiated
- Resistance to change
  - Active
  - Passive
- Sustaining change
  - Recidivism toward the mean

Facilitating Change

- General goal of juvenile court services
  - Empower youth to become productive, law abiding individuals
Characteristics of Meaningful Intervention

- Develop an understanding for why the offense occurred
- Assess the individual and collateral strengths
- Encourage the offender to accept ownership for both the problem and the solution
- Partner with the offender to develop a strategy for change
- Monitor progress
- Reinforce successes
- Redirect unsuccessful attempts

Develop an Understanding for Why the Offense Occurred

- Everything happens for a reason

- Issues of power and control
  - Influences on decision making
    - Physical
    - Intra-psychic
    - Interpersonal
    - Community

Develop an Understanding for Why the Offense Occurred

- Who or what influences your decision making?

- Influences on the decision making of youth
  - Peers, family, physical urges, teachers, media, perspective on morality, ...
Develop an Understanding for Why the Offense Occurred

- Equilibrium – balance theory
- Disequilibrium – energy for change
- Benefit/cost ratio of decision making
  - Perceived benefit
  - Perceived cost

Develop an Understanding for Why the Offense Occurred

- Role of anger and resistance
  - Defense, protection, barrier, revenge, intimidation
- Active or passive
  - Intentional, autonomic
- Manifestations
  - Silence, withdrawal, negativity, defiance, hopelessness, passivity, blame, excuses

Assess the Individual and Collateral Strengths

- Functional/Dysfunctional patterns of behavior
- Individual
- Environmental Supports
- Community Supports
Assess the Individual and Collateral Strengths

- Individual patterns
  - What is working
    - Survival, manipulation, perceived gain, belongingness
  - Where is the pain
    - Fears, losses, liabilities, struggles
  - Level of awareness
    - Intentionality of behaviors
    - Immediate and long term impact of behavior
    - Perceived degree of control

Assess the Individual and Collateral Strengths

- Behavior patterns
  - Antecedent conditions
  - Variable trigger point
  - Aftermath

Encouraging Ownership for Problem and Solution

- Decision implies choice
- Failure to make a decision is a choice
- Choice produces outcome
Encouraging Ownership for Problem and Solution

- Unwritten rules – unclear/unspoken expectation associated with either no consequence or a surprise consequence
  - Anxiety provoking
  - Risk
  - Inconsistency
  - Anger/blame
  - Second chance
  - Set up

Encouraging Ownership for Problem and Solution

- Written rules – clear expectations directly associated with a logical consequence
  - Predictable
  - Outcome results from choice
  - Safe
  - Ownership of success
  - Ownership of error
  - Empowerment

Encouraging Ownership for Problem and Solution

- Inconsistencies within juvenile justice
  - Second chances
  - Delayed intervention
  - Legal representation
  - Large case loads
  - Unchecked manipulation
Partnersing in Developing a Service Plan

- Plan is created by the individual with support
  - What do they want?
  - Why do they want it?
  - How much are they motivated to pursue it?

Partnersing in Developing a Service Plan

- Realistic, reachable objectives
  - Individual potentials/limitations
  - Identification of available resources
  - Consideration of obstacles, barriers
  - Identification of environmental supports
  - Identification of environmental detractors

Partnersing in Developing a Service Plan

- Specific, time-limited, measureable
  - Defining a sequence of steps
  - Anticipated outcomes
  - Aim low and overachieve
  - Yes I did or no I did not achieve the objective
  - Identification of consequences
    - Positive
    - Negative
### Partnering in Developing a Service Plan

- Establishing a plan
  - Cookie cutter plans
  - Offender specific plans
    - Putting the plan in their words
    - Setting time limits and deadlines
    - Initialing each aspect of the plan
    - Defined steps of accountability

### Monitoring Process

- The significance of reinforcing early progress
- Acknowledge effort
- Encouraging self-reinforcement
- Establishing accountability
  - Offenders explanation
- Connecting with resources
- Monitoring strategies

### Reinforcing Successes

- Cannot control the outcome, always control the degree of effort
- Power of praise
- What does the individual want/need
- It really is the thought that counts
Facilitate Mid-Course Adjustments

- Thinking through the process
- Identifying alternatives
- Learning from mistakes
- Re-motivating