

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-psychoic
 - ◆ 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

Partnering 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?

Partnering 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

Partnering in Developing a Service Plan

- ◆ Specific, time-limited, measurable
 - 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
