

AGENDA DAY 2



Review of Transfer of Learning
Why We Engage
Focusing Skills
Identifying Strengths
Needs and Underlying Needs
Practicing Focusing Skills

Practicing Exploring Skills

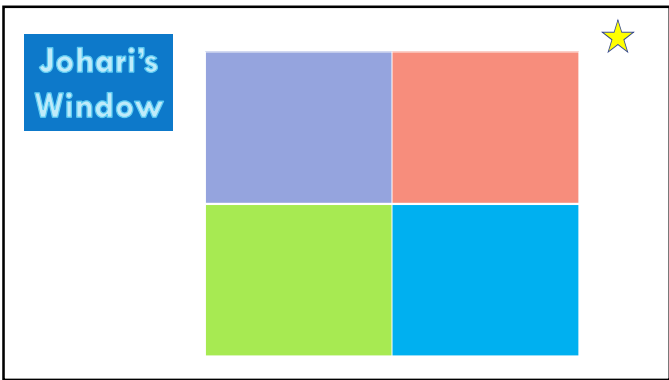
- What was it like to be the 'talker'?
- What worked well for you as the 'listener' and what challenges did you face?
- Observers: What did you see that worked well?

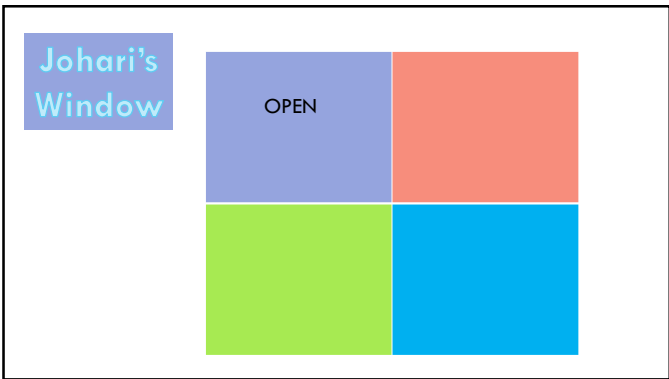


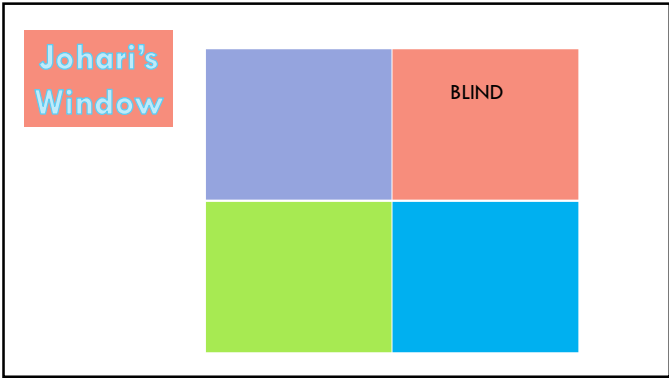
WHY WE ENGAGE

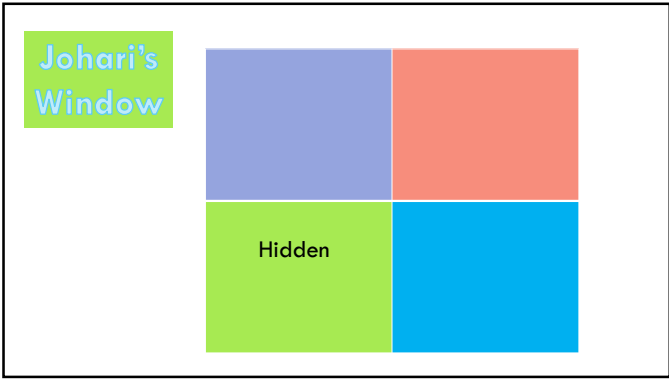
Johari's Window

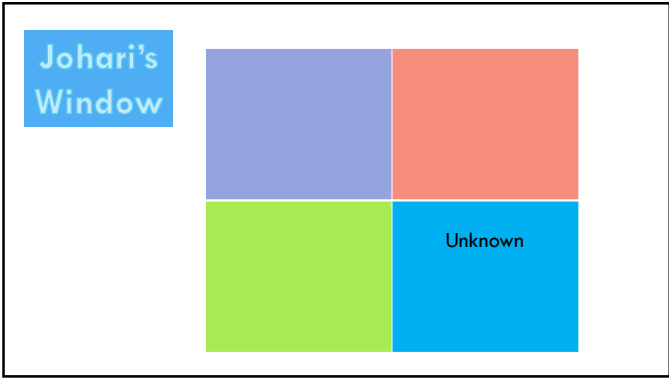


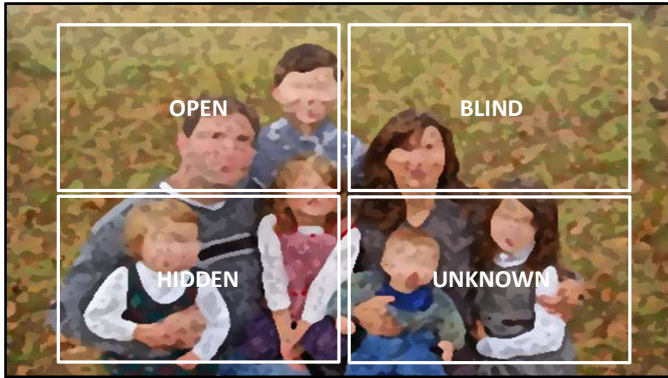




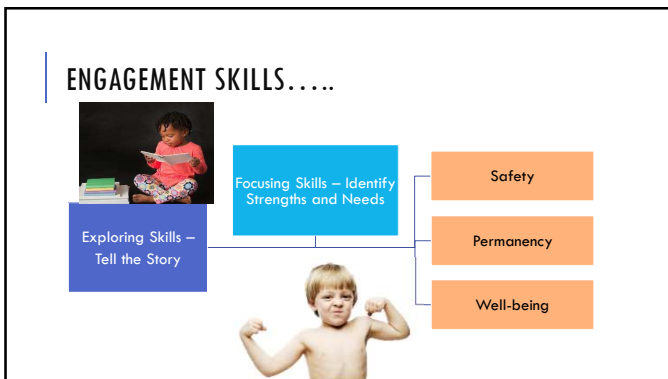












FOCUSING SKILLS

Summarizing

Concreteness

Clarification

Questions

Reframing

Solution-Focused

SUMMARIZATION



CONCREteness NOT ABSTRACT
CLARIFICATION SPEAK THE SAME LANGUAGE



appropriate

How could you tell it was appropriate?

dysfunctional

Dysfunctional, as demonstrated by



QUESTIONS

- Closed** • Facts – who, what, where, when
- Open** • Encourage communication
- Indirect** • Implied question I've been wondering...
- Solution-Focused** • Looks at solving problems based on strengths



REFRAMING

"Reframing is simply an alternate, usually a positive interpretation of troublesome behavior that gives a positive meaning to the client's interaction with those in her environment. "

Insoo Kim Berg





What did you hear?

As I've said before, she will be home by 10pm, or I'll set curfew even earlier and take away the car."

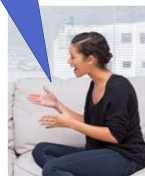
Wow, this mom is angry

That child is sure to rebel even more

Mom needs to consider other alternatives

Possible reframe: So you need to know your daughter is home by a certain time, safe and off the road. Let us look at ways to make that happen.

What is mom's underlying need that this reframe suggests?



REFRAMING



You are working with a foster parent who is struggling with a 7 year old child in her care named Daniel. This is his fourth placement this year. The current foster care provider said that for the first 4 weeks, Daniel was an ideal child. Now, everything is a battle! They are so frustrated that they are almost at the point of asking to have him removed from their home.

REFRAMING

Grandmother: "That child won't listen to anything I say. He's just bad!"

He sounds energetic

Seems like a curious child

He has a mind of his own.

You would like to see him follow some rules so he won't get in trouble.

Mother: "My daughter acts like a slut when she's around boys."

- It must be scary to see your daughter acting more adult than her years.
- You must be afraid of her getting into some kind of trouble.
- You must be worried that someone will take advantage of her.

REFRAMING



You have been shadowing an experience worker. He tells you he is taking you out to see an **extremely resistant** parent who has not **complied** with any objectives in her service agreement. He says she is in **denial** about her alcohol use and doesn't show up for urine screens.

REFRAMING



You are mentoring a new worker who is working with a mom who is a victim of domestic violence. The worker feels the mother has to make a choice - either her boyfriend or her child. Why would she risk losing her over a man who is clearly no good?

REFRAMING



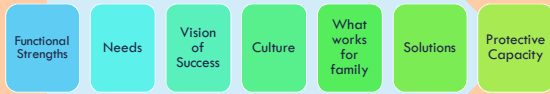
You are working with an adult whose hoarding has become a significant safety and health issue. Her family members are very frustrated and believe she has chosen her 'stuff' over them.



SOLUTION FOCUSED QUESTIONS

Solution Defining
Past Successes
Exception Finding
Miracle Question
Scaling Question Handout G2

SOLUTION FOCUSED QUESTIONS



SOLUTION DEFINING QUESTIONS



PAST SUCCESSES



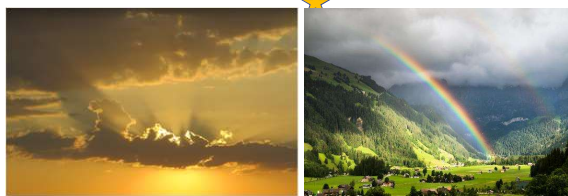
EXCEPTION FINDING QUESTIONS



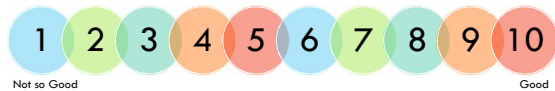
When is a time the problem could have occurred but didn't? What was I doing that prevented the problem from happening?

MIRACLE QUESTION — PREFERRED FUTURE

What would it be like if you a miracle occurred while you were asleep, so when you woke, the problem didn't exist....



SCALING QUESTIONS



COPING QUESTIONS

Coping questions are about how you get past difficult times – your “bridge over troubled water”

Resiliency – how do you keep going?



TRAINER DEMONSTRATION OF SOLUTION FOCUSED QUESTIONS



Handout G3

INVENTORY STRENGTHS VS. FUNCTIONAL STRENGTHS



Inventory Strength



She is good at playing softball.



Handout G4

Functional Strengths



1. She's good at following the coach's game plan.

Follow through on a plan – good employment skill, good life skill

2. She no longer gets upset when she does poorly at bat.

Able to absorb failure and try again – really important life skill

HOW CAN WE MAKE AN INVENTORY STRENGTH MORE FUNCTIONAL?

Example: The dad is resilient

What does resilience look like?

What behaviors have we seen to give evidence of his resiliency?

This dad is resilient as demonstrated by.....



HOW TO MAKE INVENTORY STRENGTHS FUNCTIONAL

She has a great relationship with her teenage daughter.

He is good at video games.

He wants to be a good dad

Give me some examples of how you know he wants to be a good dad.

How have those skills been helpful with on-line school?

If I saw them together, how would I know they have a great relationship?

Handout G-5

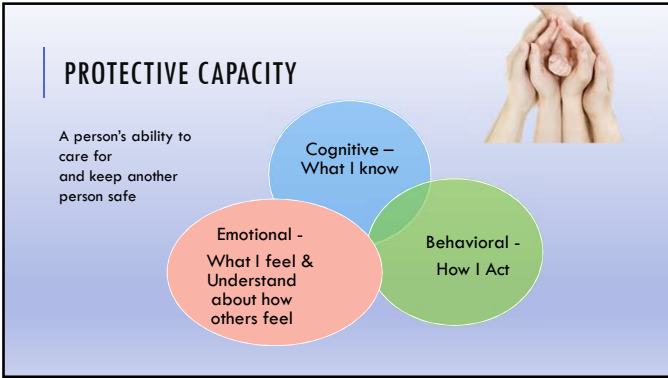


ANOTHER EXAMPLE: IS A GOOD EMPLOYEE

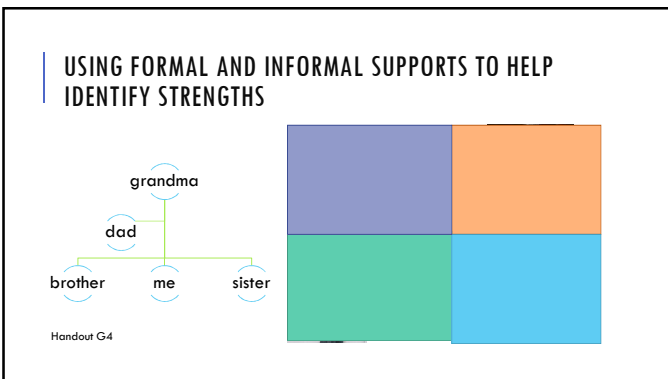
How would I know YOU are a good employee?
What evidence would I see?

Type in the 'chat' box. Convince me!

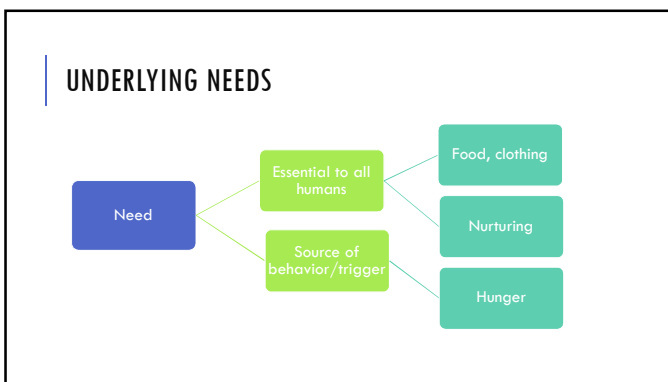
These are the Functional Strengths.

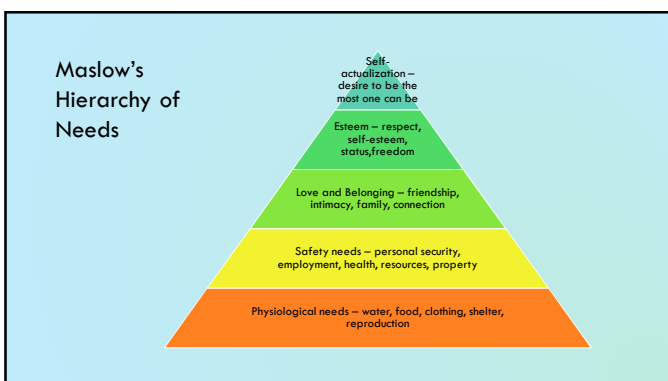








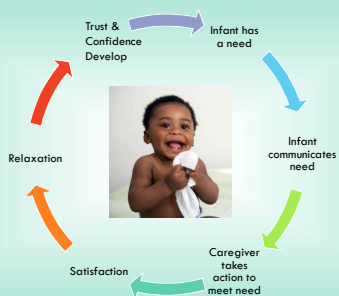




A NEED IS.....

- NOT** • a service – parenting class, psychological
- NOT** • a problem statement – “Ross and Renee use inappropriate discipline.”
- NOT** • stated negatively – “Ross and Renee must do this or suffer the consequences.”
- NOT** • included with time frames – “Renee will remain sober for 3 months.”

Cycle of Need



Handout G5

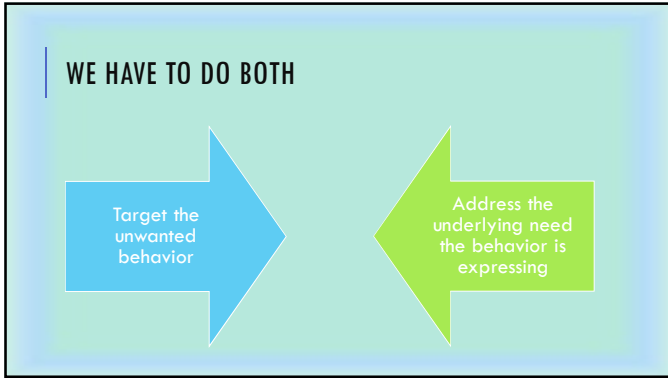
UNDERLYING NEEDS



We often target the behavioral expression of a need instead of the need itself.

We ask an offending caretaker to leave the home – ok for safety, BUT does it meet **UNDERLYING NEEDS**? DON'T STOP YOUR INTERVENTION SHORT!

If we don't understand and address **UNDERLYING NEEDS** what is a likely outcome?





SO...WE SHOULD BE ASKING OURSELVES..... 

ARE WE NEEDS BASED?



Or.....

ARE WE SERVICE DRIVEN?

- ✓ Parenting class
- ✓ Mentor
- ✓ Psychological evaluation
- ✓ Home-based services
- ✓ Therapy

★


ARE THESE NEEDS STATEMENTS?

1. The parents need to go to counseling.	2. The parents need a substance abuse program.
3. The child needs a psychological.	4. John needs his dad to demonstrate he can instill discipline without physical harm to John

Handout G6


WHY WE ENGAGE IN FOCUSING SKILLS

Johari's Window
– take the journey together with the family to learn their story.




Focusing skills help family identify needs, strengths, supports

Solution-focused explores how family thinks about themselves in past, present and what they want for the future.



TRANSFER OF LEARNING



Complete the Transfer of Learning for Day 2.

1. Convert Inventory Strengths to Functional Strengths
2. Identify the possible underlying need for each of the 4 scenarios and a possible reframe for the statement.
3. Read the scenario on the Stevens family – Handout K-2

Email your answers to Christina.smith@dss.Virginia.gov by 8:00 pm.
