

Reduction of Power Struggles

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Locus of Control

Internal locus of control- Our internal systems, our conscious guides us.

Ability to successfully regulate our own emotions.



External locus of control: When external systems control our behavior. Examples of external systems are laws, rules, highway patrol.



Use of Therapeutic Holds

Our Ultimate Goal: As parents or caregivers is to get the patient to exert internal control over themselves .

- * Only use therapeutic holds if a patient is a
 1. Danger to themselves
 2. Danger to others

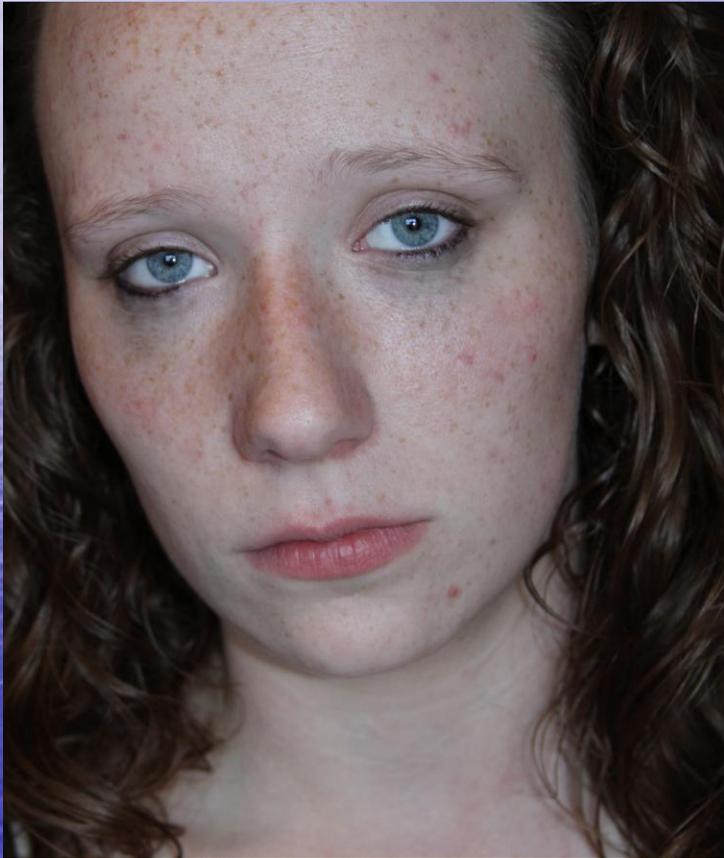
Use of Therapeutic Holds

What happens when we place patient's therapeutic hold....

1. You lose the patient's trust and your rapport with them.
2. Staff get injured.
3. Patient gets injured.
4. We perpetuate the patient's cycle of behavior and belief they cannot control themselves.

ATTITUDE: Needs to be in alignment with the philosophy of increasing internal control and only using therapeutic holds as a last alternative when other interventions have failed.

Reasons Power Struggles Increase



1. Hormones: Bring moodiness and our patient's/children already have problems with mood regulation.

Reasons Power Struggles Increase

2. Critical Thinking skills begin to develop:

It's a skill like riding a bike, it can be taught, it can be learned and it can improve with practice. It is learned by doing

* Paint the picture of what a child/teen with and without critical thinking skills would look like...



“Insanity is doing the same thing over and over again while expecting a different outcome.”

Albert Einstein

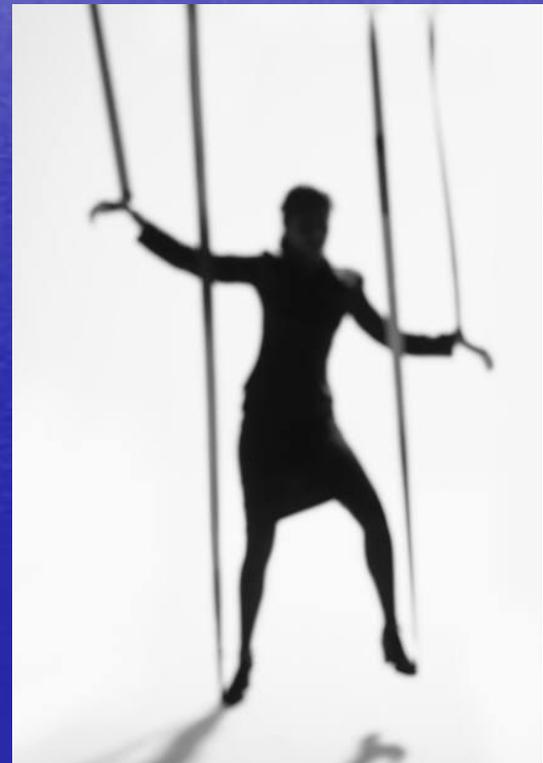
Reasons Power Struggles Increase



3. Teens now see caregivers as fallible human beings. They now see things as right and wrong, and they have learned to give their opinion.

What are some of the reasons we engage in power struggles?

OUR NEED FOR
CONTROL!!



Techniques to Reduce Power Struggles

1. Keep in mind what they have been through.

“Walk a mile in their shoes”

*What is their history? Have they been abused? Did they have a bad day at school?

2. Stay away from the Us vs. Them mentality.

*Take away the personal agenda...It's not their life's goal to make your life miserable.

Techniques to Reduce Power Struggles

3. Build rapport and productive relationships.

- *Let's kids know you care about them

- *A child spells love T-I-M-E!

4. Don't wait till a crisis occurs before addressing a problematic behavior.

- *Re-direct at the first sign of escalation.

Techniques to Reduce Power Struggles

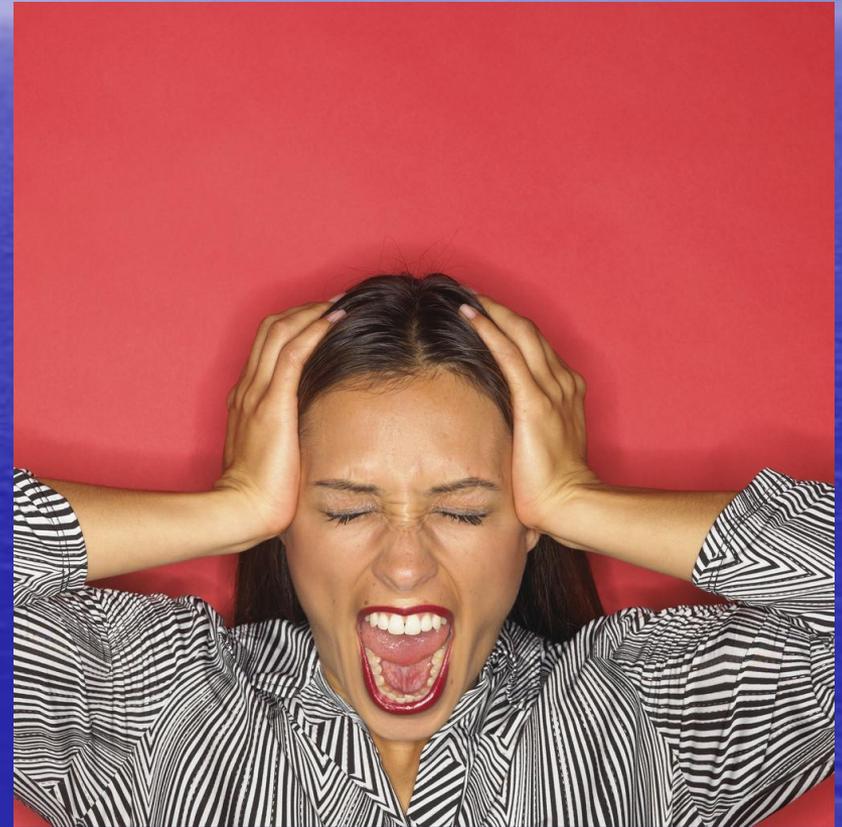
5. Engage the patient in problem solving and developing a social interest in the milieu/family.
 - * Use pro's and con's.
 - * Use worst case scenario's
 - * Identify interests and work family activities around that.
 - * In a milieu allow patients to vote re: how to spend funds or which outings to take.



Techniques to Reduce Power Struggles

6. Don't use counter aggression.
 - * Manage your emotions
 - * Whisper

7. Avoid turning a small problem into a large one.
 - * Ask simple questions and clarify word meanings.
 - * Apologize



Techniques to Reduce Power Struggles

9. Understand and recognize irrational beliefs.

* Common irrational beliefs of teens

“Everything must go my way all the time”

“I should never have to do anything that I don’t want to do”

“I deserve to have what I want”

“I want what I want NOW!”

* We need to teach delay of gratification, working and saving for what you want, and giving to others.

Techniques to Reduce Power Struggles

8. Understand and identify how you deal with stress and anger in a conflict situation.
 - * Admit to yourself when you are angry and have another staff member or parent handle the situation.
 - * What is your style when dealing with conflict?
Passive, aggressive or assertive?
 - * Are you different when dealing with adults and children?

Techniques to Reduce Power Struggles



10. The broken record technique.

- * Repeat the same answer in the same tone of voice.

11. Use "I" comments.

- * Don't use "you" statements.
- * I feel like there is no respect for our home when the trash is not taken out."

Techniques to Reduce Power Struggles

12. Stay centered, appear calm and controlled. Being emotional is seen as a weakness and will be exploited by teenagers.

13. Use effective communication.

- * With other caregivers (don't let a split occur)
- * Understand that we can never know exactly what another human being is thinking or feeling we can only approximate their thoughts and feelings based on the communication we receive.
- * Everyone's perception is different.
- * Paralanguage-Not what is said, but how.
- * Watch your non-verbal messages including vocal aspects, spatial relationships, body movement, symbols, smell and time. Talking in slow, monotone voice can be soothing.

Techniques to Reduce Power Struggles

14. Be consistent with rules and schedules.

- * Explain rules clearly, make sure they understand and enforces them EVERY time.
- * Present a united front...communicate with other caregivers. (confer and agree before giving consequence)
- * Children respond better to consistent routines, bedtime rituals, etc. (important to keep the same schedule between caretakers/parents)
- * Lack of consistency will result in children testing limits (and your patience)
- * Living in a predictable environment is comforting to children.

Techniques to Reduce Power Struggles

15. Be both firm and kind.

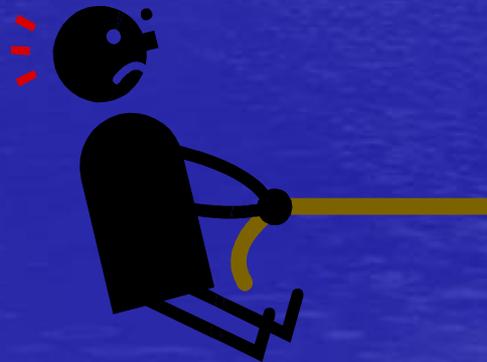
- * Most parents/caregivers are either one or the other.
- * Your tone and posture indicate your desire to be kind.
- * Your follow-through with appropriate action indicates your firmness.
- * Strictness: Relates to control
- * Firmness: Relates to your attitude toward your decision.
- * Don't protect from responsibility, don't be overconcerned with what others think.

Techniques to Reduce Power Struggles

16. Remember it takes two to power struggle...

Sometimes it's "ok" for them to have the last word.

- * Have the ego strength to not feel like you have to continue the conflict to assert your authority.
- * You can use humor to break the tension for a conflict...Try to change the flow of energy from anger to laughter. ALWAYS at yourself or the situation, NEVER aimed at the child.



Techniques to Reduce Power Struggles

17. "I want...I understand. I don't agree.
Never the less I want..."

- * Tell the child what you want...
- * If they object, whine or give an excuse, tell them "I understand" and give them time to tell you anything else.
- * Then you tell them "I don't agree, but regardless I still want you to ..."

Techniques to Reduce Power Struggles

18. Set rules for discussion.

- * Speak in an "indoor voice"
- * Quietly listen to others point of view
- * Allow others to talk
- * Use appropriate language
- * Agree that a time out can be taken if emotions start to rise.

19. Give appropriate feedback if a rule is not open for discussion.

- * You can state the reason why something is a rule but DON'T argue the fact simply state it is a set rule.
- * Simply stating "This is not open for discussion" and walking away can often diffuse a situation

Techniques to Reduce Power Struggles

20. Offer choices instead of commands.

*Natural and Logical Consequences vs. Reward and Punishment

1. Holds children not adults responsible for the child's behavior.
2. Allows the child to make their own decision about what course of action is appropriate
3. Permits the child to learn from the natural social order of events rather than forcing compliance with the wishes of other persons.

*Example: (TV is blaring) Steve, I understand that it's your Saturday afternoon and your enjoying your M-TV, but I am trying complete some work. So either turn the TV down or read. You decide which you would rather do.

*Punishment invites resistance by attempting to force children to conform, and suggests that acceptable behavior is expected only in the presence of authority figures.

Techniques to Reduce Power Struggles

21. Pick your battles.

- * This does not include issues that involve safety.
- * Not everything has to be done right now or today even.
- * Learn to focus on what is important



Techniques to Reduce Power Struggles

22. Use Active Listening... Let them talk it out "vent" their feelings.
- * Ask open-ended questions instead of questions that have a yes/no answer.
 - * Rephrase what the person has said.
 - * Use phrases that ask for more information. "Can you tell me more?"
 - * Reflect the speakers emotions. "You seem very upset."
 - * Summarize what the individual has said to you. "The key things that you are having difficulty with that you have expressed are..."
 - * Use responses that indicate that your interested in the conversation... "I see" "um-huh"
 - * Clarify statements "What your saying is..." "When did this happen?"
 - * Encourage with eye contact, positive facial gestures
 - * Restate basic ideas and facts. "So you would like your parents to trust you more is that correct?"
 - * Validate the value of their issues "I appreciate your willingness to talk to me about something that is such an important part of your life right now."

Techniques to Reduce Power Struggles



23. Think before you speak.

- * Sarcasm typically hurts children or teens feelings and typically they will come back at you with a defensive comment.
- * Don't flame the situation asking questions like...
- * "Were you raised in a barn?"
"Good thing I'm not your mother, you wouldn't get away with that at my house!"

Techniques to Reduce Power Struggles

24. When you do deliver a command do so in a way which will reduce a power struggle.

- * Approach the teen privately using a quiet voice
- * Establish eye contact and call them by name before giving the command
- * Use a positive "do statement" rather than a negative "don't" statement.
- * Phrase in clear descriptive terms so they know exactly what you need them to do.
- * When the task is completed recognize them for specific things like being responsible or for their hard work.
- * Remember when working with a person with ADD or ADHD they have a difficult time following several commands together so just give one clear and specific command at a time for best results.

Techniques to Reduce Power Struggles

25. Avoid the need to “win” arguments.

- * Focus on a win/win situation.
- * Remember when you argue with a child the better they get at it.
- * Can you think of a solution that would work for both?
- * Can you compromise?

