Confidence to change: providing the right attitudinal skills for learning and work

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GOALS UK CIC

MotivationalSystems
RELEASING HUMAN POTENTIAL

www.goalsuk.org

Nothing New

‘The thought manifests as the word
The word manifests as the deed
The deed develops into habit
And habit hardens into character
So watch the thought and its ways with care
And let it spring from kindness
Born of a concern for all things’

Buddhist

GOALS: A SYSTEM FOR LEARNING CHANGE AND GROWTH

‘If I want to see things change ‘out there’, I first need to see things change ‘in here’’

- Peter Senge

‘Everything can be taken from a man but one thing: the last of the human freedoms-to choose one’s own attitude in any given set of circumstances- to choose one’s own way

- Viktor Frankl

RE-FORMING PRISONS

- BAD
- MAD
- SAD

JOHN HOWARD
1726-1790

The GOALS programme –What is it?

- QCA/OCN/RARPA//PEARL
- Education, Training and Employment Focus
- CBT, PP, BSFT, CS
- Focus on developing Healthy Esteem
- Personal Responsibility
- Mentoring Projects
- Action based-Intrinsic Goal setting
- Enhanced Regime Intervention-PSO4350(SWRegion)
- HMPS REVIEWED (Dr Ruth Mann 2008)

The Goals Programme-How does it Fit?

- Staff-Induction and Professional development
- LSC OLCs-Before what and how-Why?
- Personal learning plans/Core offer
- Core Curriculum
- Compliments Vocational Training
- Vocational Training Delivery gap
- Engagement, Enrichment, Retention
- From Induction to Resettlement
- Introduction to OBPs and Education

Two Aeroplanes

‘If we don’t change direction we’ll end up where we’re going’

Irwin Corey

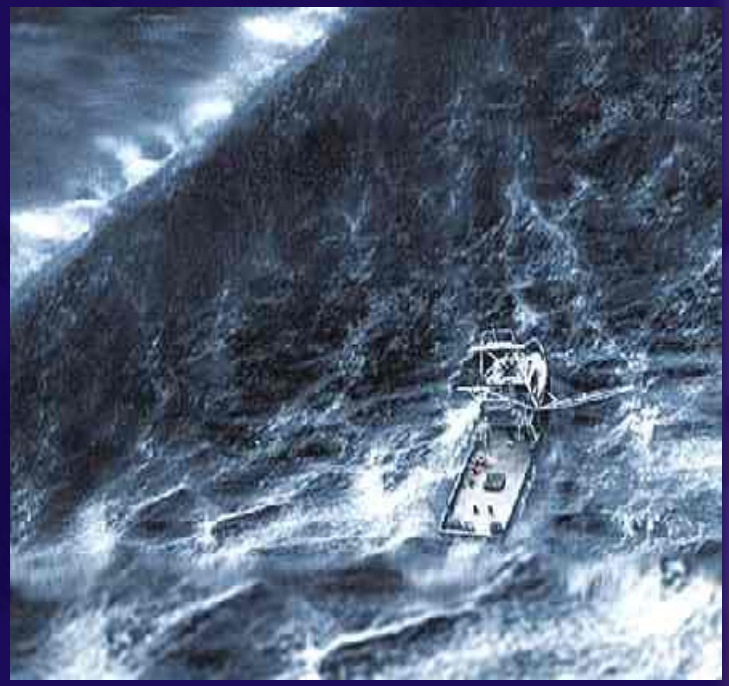
‘We are what we repeatedly do. Excellence then is not an act-but a habit’

Aristotle

Life as Struggle

‘You do not have to suffer to learn. But if you don’t learn from suffering, over which you have no control, then your life becomes truly meaningless-the way in which a person accepts her fate-those things beyond her control-can add a deeper meaning to her life. She controls how she responds’

Viktor Frankl



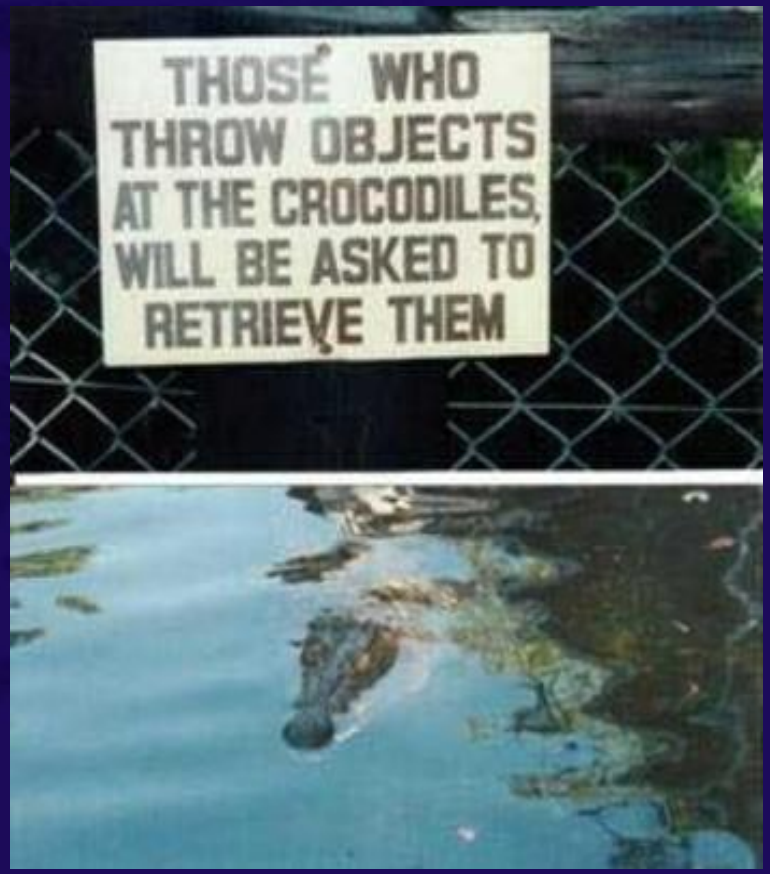
HEALTHY ESTEEM

'Behaviour and attitude are a function of role'

'If we have a <u>why</u>, we can live with almost any <u>what</u>'

Personal Responsibility

‘We take responsibility for what we care about and what we believe we can influence’



What Employers want

- Reliable, dependable, honest
- Flexible and adaptable
- Capacity to cope with and manage change
- Self motivation and drive
- Thinking ability and decision making skills
- Communication and interpersonal skills
- Team working ability

Developing the Mind

- UNAWARE
- AWARE
- PRACTICE
- MASTERY

Building Inner Resilience and Confidence

- PPF
- IDENTIFYING BARRIERS
- RESPONSIBILITY
- HABITS
- RE- SCRIPTING
- DEVELOPING EQ
- CHOICE MAKING
- LIFE INVESTING
- DEALING WITH DIFFICULTY
- MEANING MAKING

Great Staff

‘The success of an intervention depends on the inner condition of the intervener-Otto Sharma’

A “Healthy Adult” with students: -

- Positive optimistic attitude
- Believes people can change
- Healthy self-esteem
- Takes 100% responsibility
- Passionate about helping others
- Non Co-Dependent
- Knows their stuff

FEEDBACK

*‘I know I do good things in the prison and I’m proud of myself for being able to help men-however increasingly I find that the good is being done in breaks and lunch hours and less and less in the classroom. The exception is Goals. I use it every day myself so have no reservations in sharing it with others. The results confirm this-it’s the only course I’ve taught in prison that has an immediate and concrete impact and I want to be part of something that helps the men to feel positive-so many of them have been through so much c**p already and the one comment that comes out after each Goals course is- “you wanted to know what I thought and you thought that it mattered”-that matters to ME’*

Prison Teacher HMPS
2008

A HEALTHY LEARNING SYSTEM

'In the Beginners mind there are many possibilities In the experts mind there are few'

Shunryu Suzuki

FEEDBACK

‘I think that Goals should be offered to every prisoner in every prison in the UK as part of their induction’

Austin Treacey-Governing Governor HMYOI Hydebank Wood, Belfast

"I've gained confidence, I've set goals and shared this with my family. I've learned to think positively. I have been in jail for 27 years and this is the best course I have done. For the first time ever I am going to leave jail and get a job and I don't even care what it is. I also intend to get back in contact with my children who I have not seen for years. These are my first two main goals. I don't even have to go to work when I get out -but I want to."
Serving prisoner, HMP Magilligan, February 2009

Conclusions

- Change is possible
- Innovation is essential
- We must want it
- No quick fixes
- Promote Agency, big picture, good life and role model Principles
- Staff at the centre
- Integrated learning systems
- Risking ‘Don’t Know’

THANK YOU

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