A Need for Change

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Life Change UK

Wasting Money and Human Resources!

Cost to the Nation -

- Crime - £60B pa
  - Between 1995 and 2009 the prison population in England and Wales grew by 32,500 or 66%
    - Population now 85,000
    - Prison place - £42K pa
    - Re-offending rates 60% - 90% depending upon age group
  - A 19 year old persistent offender costs the state £170,000 pa
    - Eaton cost £35K pa
  - Health - £7B per annum as a result of alcohol abuse
  - Family breakdown - £24B pa
  - Total cost of social breakdown - £102B pa
  - Three generations who have never been in work!

Addressing the Causes

BBC Big Personality Test

- **Genes 45%**
- **Nurture & Environment 55%**
  - Early Parenting & Family Life
  - Home setting
  - Social Support & Skills
  - Education
  - Sense of Self-efficacy

A Personal Reflective Process

- Think of a time when you were angry / upset – what triggered the emotions? What were the underlying feelings?
- **SADNESS / HURT**
  - Felt Rejected
  - Felt Abandoned
  - Felt Discounted
  - Felt Shamed
  - Felt Unloved

FEAR

Fear of being Rejected

Fear of losing something

Fear of not being taken seriously

Fear of Humiliation

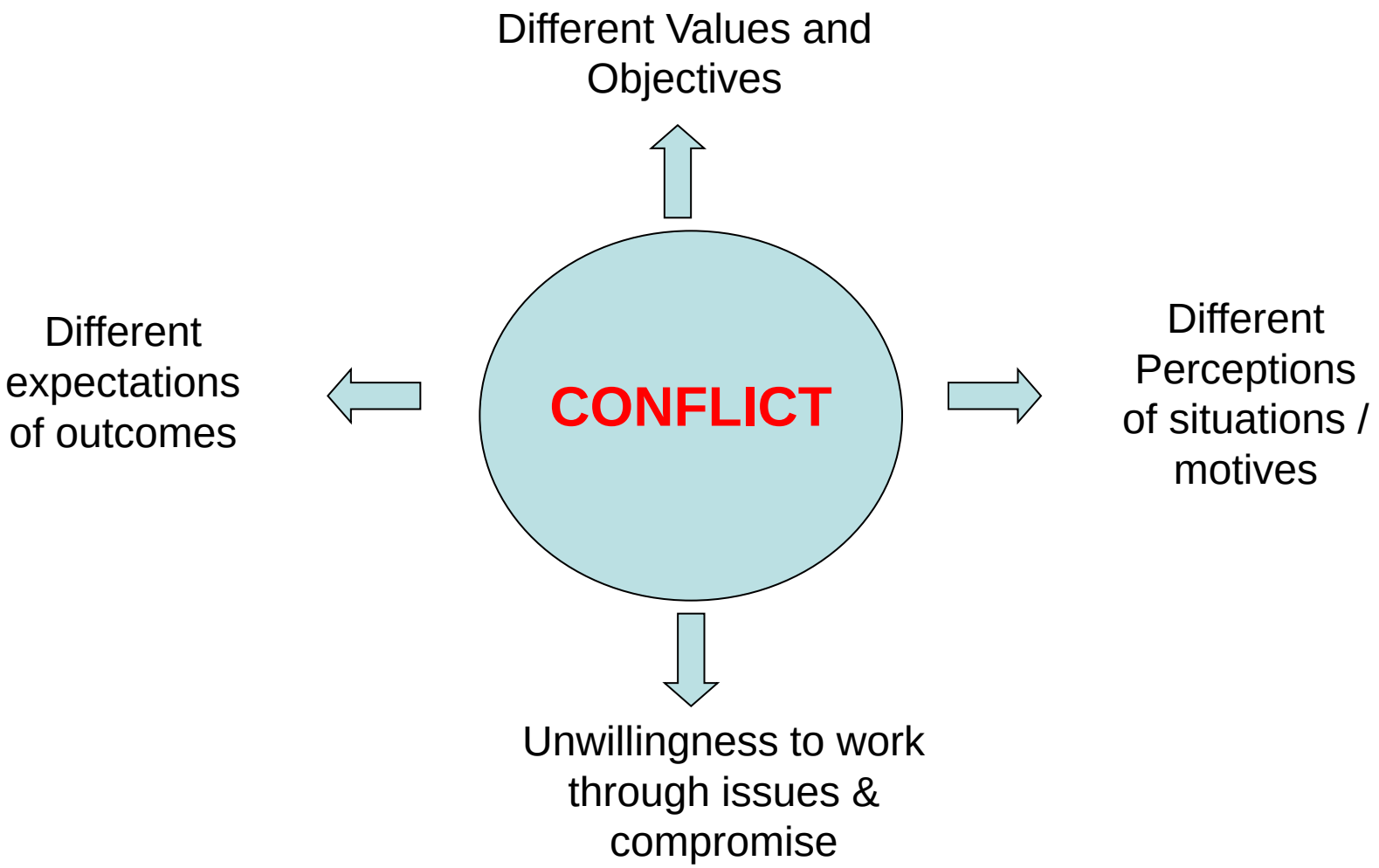
Fear of being Unloved

- Consider –
  - When and what happened for you?
  - Did you resolve your feelings at that time?
  - Does this still have an impact in the here and now?
  - Did you have support to deal with the issues?
  - Had you not had support, how would it have been for you and others?

Rehabilitation

- Aim – To Change the behaviour
  - Change the thoughts and feelings
  - Facilitate personal growth and development
- How? –
  - By providing a different experience
    - Difficult for professionals and offenders
    - Often a conflict of interests – different
      - experiences, values, beliefs, understandings, background

Conflict Cycle



The Challenge of Change

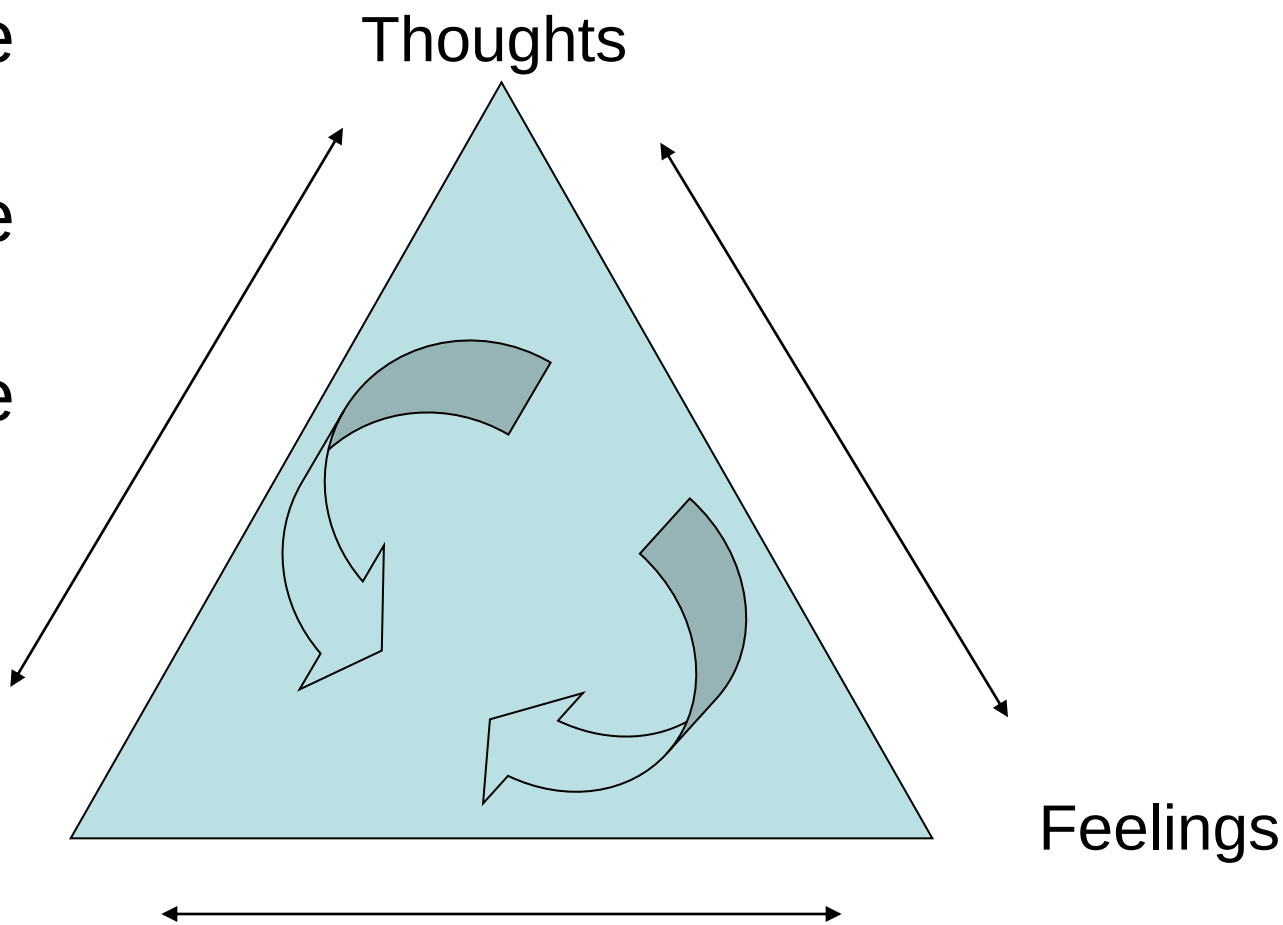
Change is HARD - Involving some kind of loss

"The truth is that change is easier to talk about than it is to do. Execution is vital, and willingness is crucial"

Valeria Maltoni - The Myth About Change

The Cognitive Cycle of Change

Change the thoughts
Change the feelings
Change the behaviour



Relationships

- How many of you recognise one or more of these in your relationships with colleagues, friends, families and others?
  - S – Scoring Points
  - T – Thinking the worst
  - O – Opting out
  - P – Putting Down
- Often reflected in work with offenders and other marginalised groups, particularly by wider society!

Attitudinal Change and Capacity Building

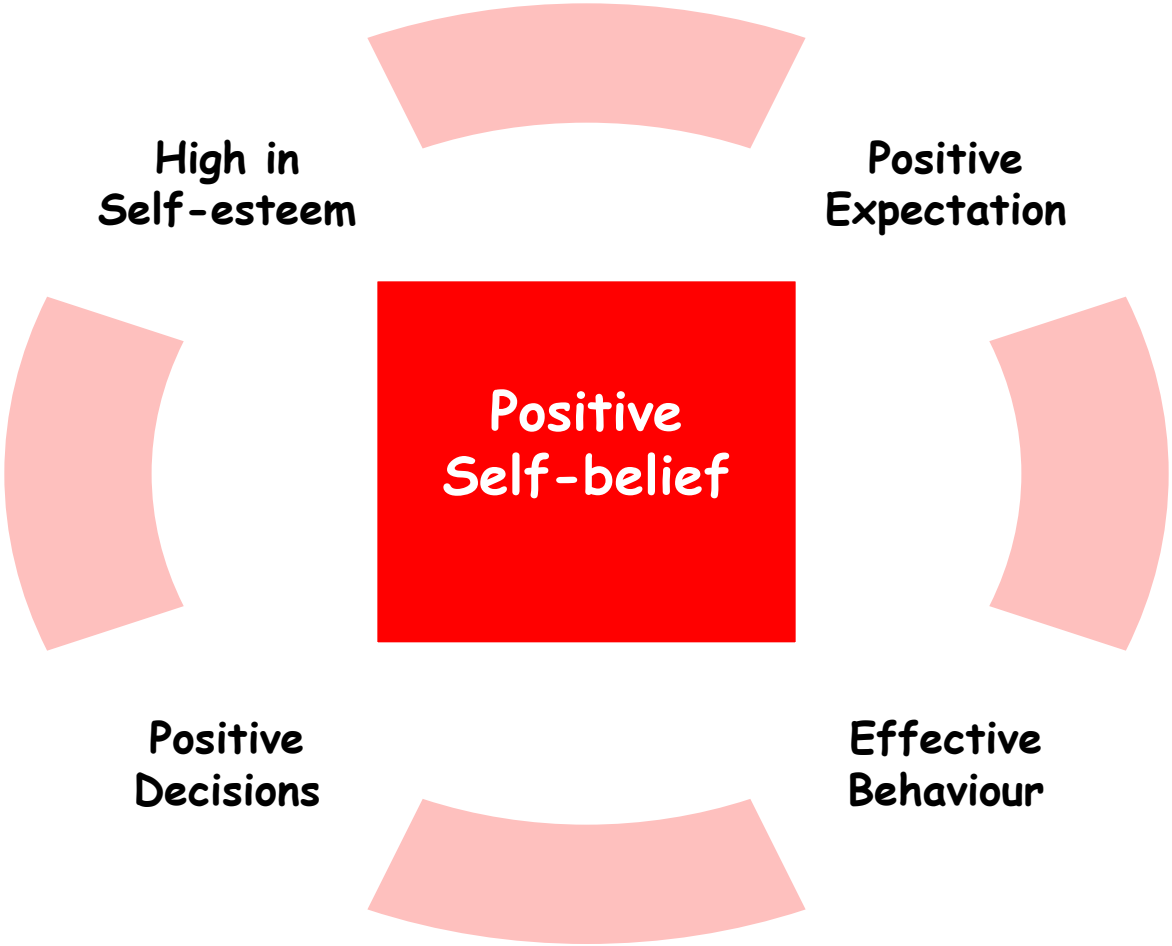
- ***An Oppositional Stance***

  " Many offenders are not ignorant to start with. Rather they choose ignorance because it shows how forceful they can reject being told what to do by someone who doesn't understand where (to use the parlance) they are coming from"

  Lynsey Hanley

  – Need to move away from a punitive regime to one of constructive and meaningful change – **thoughts – feelings – behaviours**
  – Provide access to **environments** that reduce fear and promote confidence, social skills and belief that change is possible

Positive Behaviour / Self-belief



Leadership for Change

- Current approach is not working – Choices
  - Change or remain as we are

"If we don't change our direction we are likely to end up where we are headed"

Chinese Proverb

- Recognise and address the causes of crime –
  - Punishment by itself re-enforces negative thoughts and feelings, promoting the same behaviour
  - Empower people to take responsibility, give them the belief and skills to do so

Make Change Possible

"Powerlessness corrupts because it crushes our sense of what is worthwhile and possible"

Michael Lerner – American Psychotherapist