



Medina County

board of developmental disabilities



We are the community resource responsible for connecting, coordinating and funding vital services for individuals with developmental disabilities.

We help with everything from early intervention and education opportunities for children to employment and community inclusive living for adults.

Positive Supports
During the
WINTER HOLIDAYS

Good News/”Bad News”

“Bad” News first:

There are no “secret” or “magical”
formulas for making these times
suddenly amazing.....

Good News:

- The strategies that we already use or strive to use can be just as effective now....
- How we treat others and how they respond to us does not change because a calendar page does....
- The better we prepare ourselves to be intentionally positive, the more effective we can be.....

Holiday Hype

- In “typical” times I have often advised that dialing down some of the overall attention to special days/seasonal recognitions can be helpful...
- For some folks, too much attention to the (season) is overwhelming
- For some, it is a favorite life rhythm to celebrate as early and for as long as they can...
- Having a feel for how that works for each individual can help with balancing/tuning our interactions
- This year, what has been effective in past may be different, e.g. we might need to help replace what is missing with limited out of home exposure

“Economic Stimulus Package”
or
Holiday Fund

Emotional Bank Account “App”

Key Idea: In interactions with others, make more deposits than withdrawals

- Keep Commitments
- Use “magic words” please, thanks, excuse me etc. Greetings!
- Apologize/ admit own faults
- Really LISTEN empathetically
- Random acts of kindness
- Build up in presence of peers
- Add your own.....

Keep in Mind

- Most people tend to do things to **for** themselves, not **to** me
- Retreat.....Reflect.....Respond
- Be “**easy**” on people, hard on ideas...because someone’s ideas are different from mine does not make them “less” as a person...

“Grudge Deposit”

Relationship Olive Branch

- This year has forced much dis-connection
- Disconnection hurts our hearts and minds
- “I know our relationship has suffered because of _____ (beliefs, views, practices, politics, disagreements) I just want you to know that I am thinking of you and hope you are safe and well”
- Could be more powerful as a written message, as it may be less of an argument opportunity...let it sit, don't expect anticipate or imagine a response or effect

Make your Presence a Present

- Be and act genuinely- fully present to others
- Meaningful connection builds and repairs strength and the capacity to survive difficulties (the idea of resilience)
- Remember how important it is to try to see and honor things from the perspective of someone else.... that their experience is real to them

Positive Skills “Quick Sheet”

- **Effective Expressive Direction:** Clear, Concise, Concrete, Paced
- **Targeted Attention:** Want “it” ? Name “it” Celebrate “It” !
- **Prompting Sequence:** State/wait...gesture/wait....offer or advise pending assistance/wait...assist....thank
- **Choice Making:** Creating opportunities to choose empowers
- **Behavioral Momentum:** Get “Movement” ...then build
- **Planned Ignoring:** “That” doesn’t work anymore!
- **Redirection:** Cue or prompt toward more desirable actions
- **Simple Correction:** neutrally identify undesired/suggest desired
- **Errorless Learning :** Alter task/expectation to assure success
- **Prompted Relaxation:** B r e a t h e!
- **Solution Seeking :** Identify issue, Name possible options, Choose one , Act on choice ,Evaluate

Effective Mentors Remember:

- Stay in the Mentoring Environment
- Use EBA “APP” ...DEPOSIT, DEPOSIT, DEPOSIT
- Higher Ratio of Positive to Critical Feedback(5:1)
- Give more Do’s than Don’ts
- Less is often More
- If “NO” is not an option, don't offer it as one.(state rather than request)



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UPCOMING Opportunities

[Check our Website for 2021 Trainings](#)

THANK YOU



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