

Meet them Where They Are: The Effectiveness of Relationship Education



Workshop Objectives:

Learn how relationship education address the needs of vulnerable youth

Hear how TLP site in Salt Lake City implements relationship education

- Benefits
- Challenges and mitigations
- Best practices

Experience an activity that demonstrate how relationship education empowers youth

CHARLIE AND HELEN DIBBLE



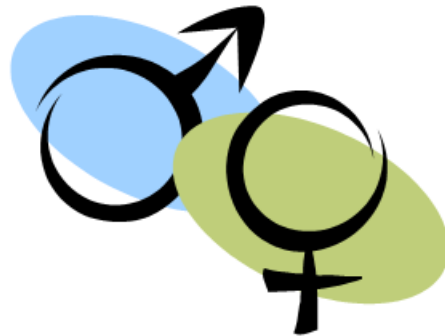
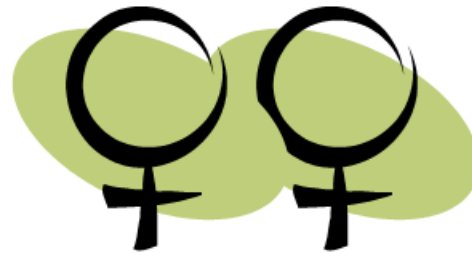
The Dibble Institute believes in research.



The Dibble Institute
believes in safe, healthy
relationships



The Dibble Institute believes
all people deserve respect.





The Dibble Institute

Resources for Teaching Relationship Skills

Programs and Services

- **Program development** - best practices, research based
- **Clearinghouse** - research, evaluations, funding opportunities
- **Monthly Webinars**
- **Monthly eNewsletter**
- **Training and Professional Development**
- **Advocacy**
- **Technical assistance**
- **Your “go-to” place** for relationship skills for young people

Relationship education
addresses the needs of
vulnerable youth.



Choosing Reds or Greens





**Meet people
where they ARE...**

**Not where you
want them to BE!**

Relationship education builds protective factors.



Relationship education provides a view for opportunities.



Milestone Transitional Living Program Salt Lake City, UT



Funding Used to Serve Youth

- Salt Lake County = \$217,000 per year
- Federal Youth Services Bureau Runaway Home Youth Grant = \$200,000 per year
- Salt Lake Housing Authority: Housing Connect = \$43,200 per year

Program Curricula

- The Dibble Institute – Love Notes 3.0 Evidence Based Curriculum
- 2 Groups per month: Offered 4 times per month in the AM and PM to support schedules and ensure participation
- All participants in the program are required to attend group

Logic Model for Milestone Transitional Living Program

- Serving Runaway and Homeless youth ages 18-22 in supervised apartments
- Goals include: Addressing trafficked youth
- Enhance permanent connections, enhance education, employment opportunities, and stable housing
- Enhance social and emotional well-being, and safe and appropriate exits.

Relationship Education builds protective factors to overcome past adverse events by teaching -

- encouraging and establishing
- permanent connections
- social and emotional well-being to youth
- education or employment, and/or safe and stable housing

Permanent Connections

MTLP case managers support young adults by helping them identify permanent connections in their lives.



Permanent Connections are encouraged with Trusted Adult Activity



Other ways we build Protective Factors -

- To support young adults in overcoming past adverse events the MLTP therapist administers the Adverse Childhood Experience (ACE) Questionnaire.
- The MLTP therapist facilitates the Love Notes groups – focus on skills, strengths, resources, supports and coping strategies for the young adults we serve.

Positive Youth Development and Love Notes

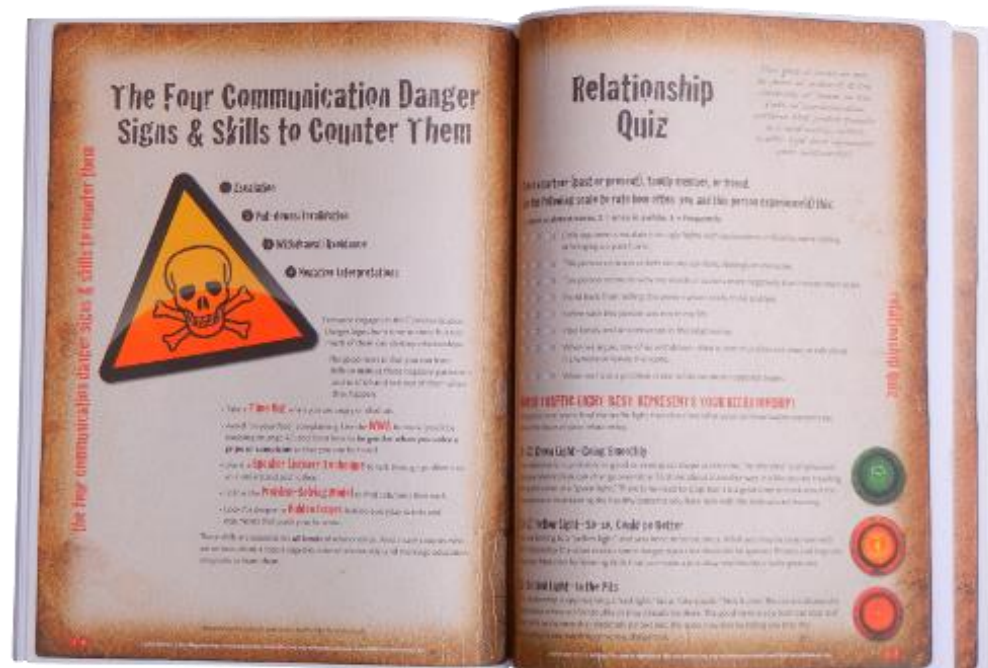
- Positive Youth Development builds on the “Five Cs”: Competence, Confidence, Connection, Character, and Caring (Lerner, et al., 2005).
- The Love Notes 3.0 curriculum supports the Five C’s

Positive Youth Development



Education and/or Employment

- Love Notes teaches young adults how to improve their communication with others.



Relationship education skills are essential for all kinds of relationships like - Education and or Employment.

- Time Out Skill
- Gentle Starts
- Speaker Listener Technique – speak one at a time

Safe and Stable Housing

- Relationship education helps young adults build insight into how they communicate, and how others communicate with them.



Relationship education can build social and emotional well being

- Physical and Mental Health are assessed at intake.
- MTLP therapist meets with each youth adult that enters the program within 14 days.
- All youth are given a Love Notes workbook and take the personality test after their assessment.

Trauma – Informed Care

“Trauma-Informed Care is a strengths-based framework that is grounded in an understanding of and responsiveness to the impact of trauma, that emphasizes physical, psychological, and emotional safety for both providers and survivors, and that creates opportunities for survivors to rebuild a sense of control and empowerment.”

Trauma-informed Care at Milestone

- Emphasis on safety when running groups:
 - MTLP staff provide a safe place – physically and emotionally – for our participants.
 - Staff are aware of potential retraumatization.
 - Expectations are given to ensure privacy, confidentiality, and mutual respect to create an emotionally safe atmosphere.

Trauma-informed care at Milestone uses a strength-based approach



Milestone Staff

Milestone staff utilizes Trauma Informed Care to support participants by:

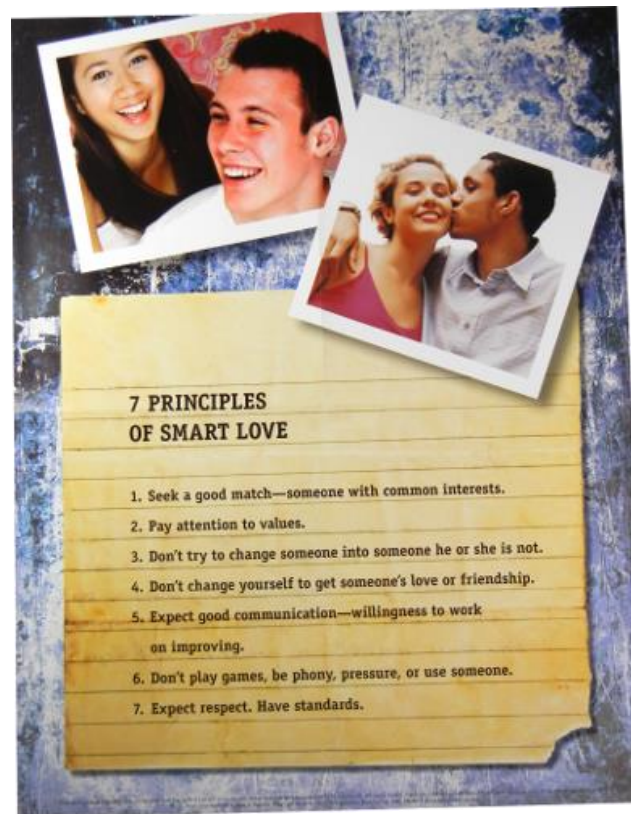
- Talk with – not at.
- Asking the question – Is this about me?
- What can we do to give participants options?
- Minimize confrontation – Maximize discussion.
- Acknowledge frustration/anger/concerns.

Milestone uses Evidence-informed practices

- Trauma informed
- Positive Youth Development
- Love Notes 3.0 Curriculum
- Motivational Interviewing

Social support is built by relationship education

- What Makes a Great Relationship?
- 7 Principals of Smart Relationships



7 Principles for Smart Relationships

1. Seek a good match.
2. Pay attention to values.
3. Don't try to change a person into someone else.
4. Don't change yourself just to keep someone's love or friendship.
5. Expect good communication; willingness to work at it.
6. Don't play games, be phony, pressure, or use someone.
7. Expect respect. Have standards for how you will be treated.

Questions?



What youth and staff say!

“Watching the young adults really reflect on their relationships is incredible. I was amazed at how honest they were in assessing their expectations.”
– Trevor Smith, MTLP House Manager

“This (Love Notes group) has helped me understand myself, my faults and identify what needs work.” – MTLP Participant

Empowerment by knowing more about me!



Different People, Different Ways

Each person has a way of:

1. learning; taking in information
2. working; organizing their life
3. getting energized; being with other people
4. making decisions

No one style is better than another

Why Does Personality Style Matter?

Without knowing about style, you assume your way is the right way and the only way.

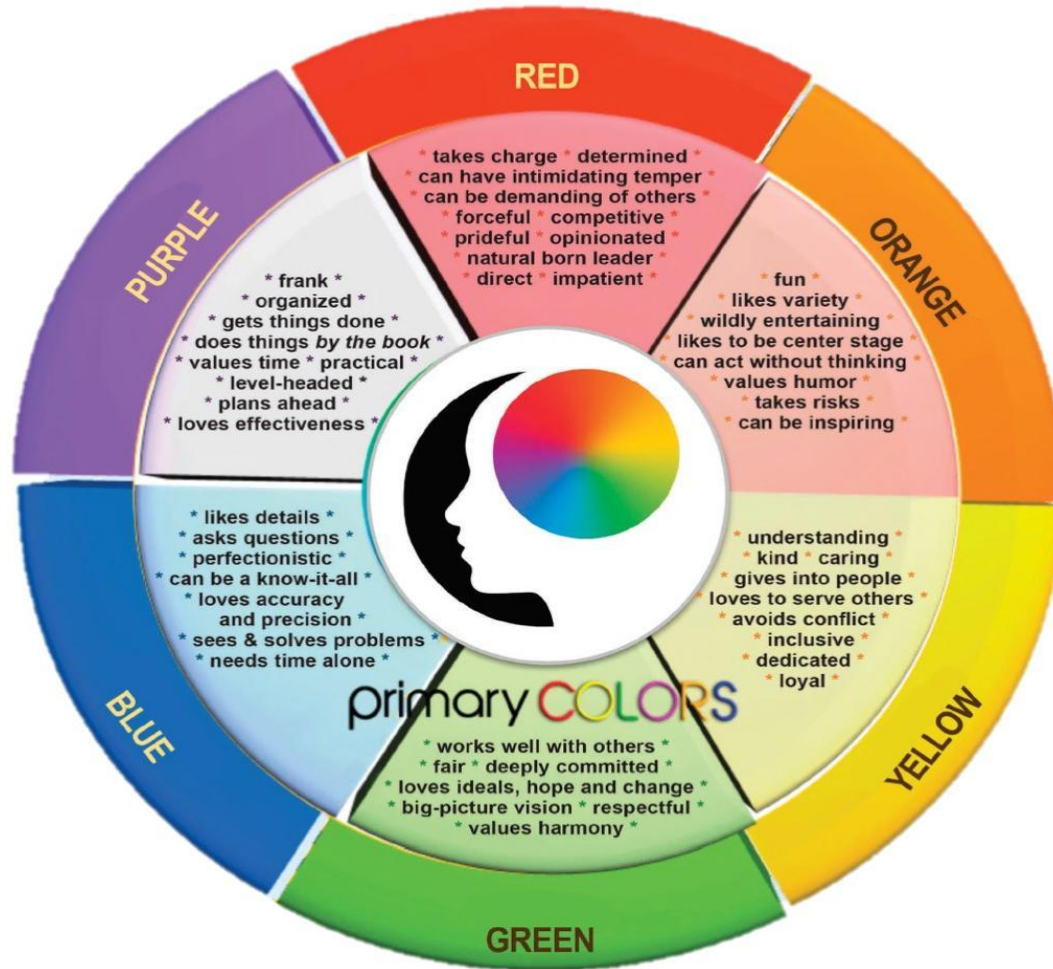
You are irritated by people with different styles, and it creates relationship conflict.

WHAT COLOR ARE
YOU?

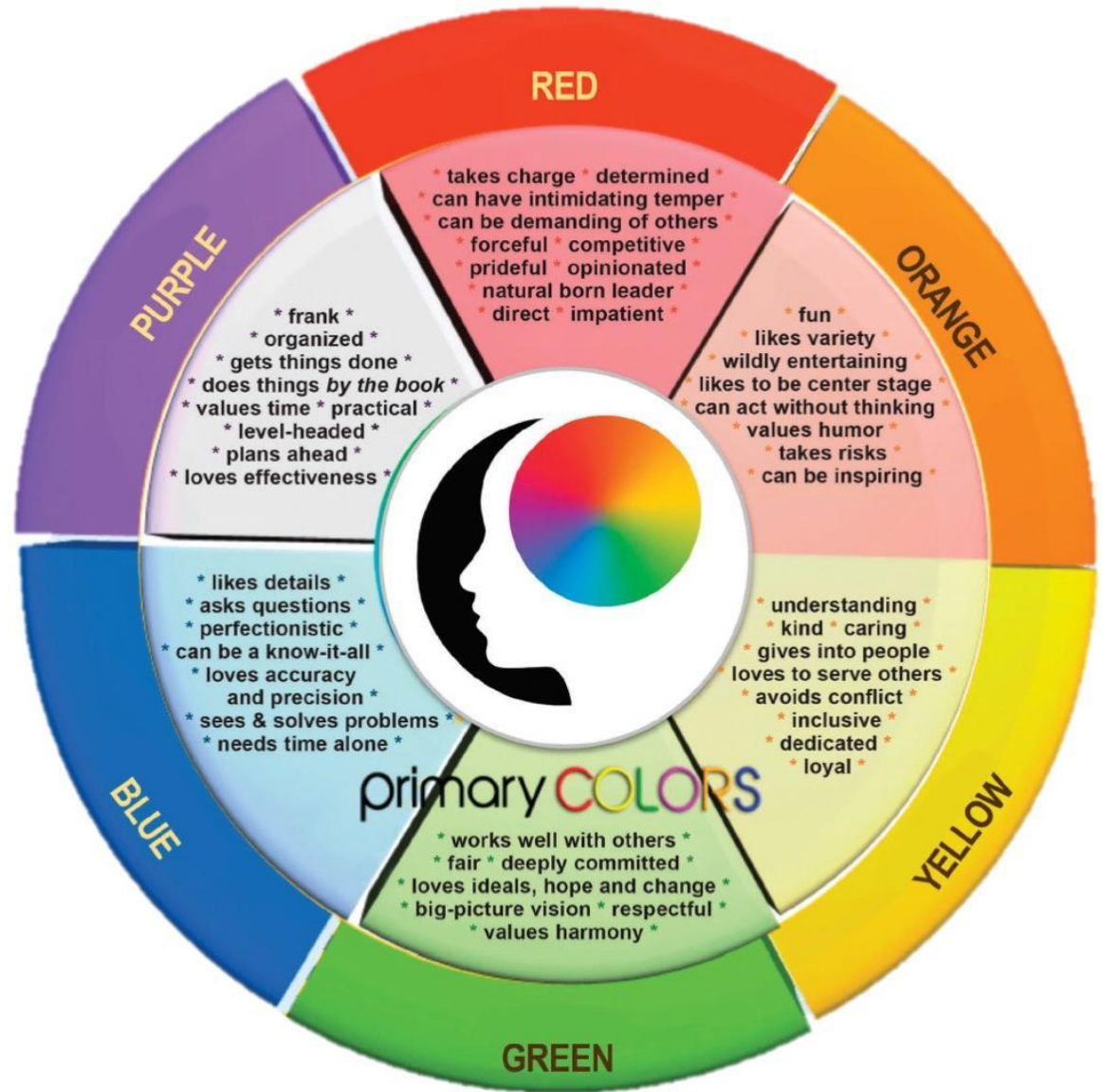
PRIMARY COLORS Tool

	RED	ORANGE	YELLOW	GREEN	BLUE	PURPLE
ROW 1	4 FORCEFUL, DETERMINED	6 LIKES VARIETY, LIKES PEOPLE	5 PEACEMAKER, AGREEABLE	3 VALUES RESPECT, VALUES TRUST	2 LIKES CLEAR INSTRUCTIONS	1 PRODUCTIVE, RESPONSIBLE

PRIMARY COLORS Tool 2



How it affects relationships



Your Extreme and Centered Tendencies

- Personality style tendencies **can fluctuate** in different contexts:
 - **Centered:** When you are secure, happy, calm, feeling good, your positive centered qualities shine. These help you be your best self.
- VS.
- **Extreme:** When you are angry, stressed, feeling inadequate, insecure, your extremes come out. These can be damaging and destructive in your relationships.

Centered & Extremes

EXTREME RED

- Bully, arrogant, dominating, offensive, controlling, power-driven, can have a big temper, intimidating, cut-throat competitive, winning is everything, my way or the highway

CENTERED RED

- Takes charge, determined, strong-willed, self-assured, natural leader, decisive, well-respected, expects excellence, takes action, strong competitor, no excuses, values individual effort

EXTREME YELLOW

- Indecisive, gives in to others, overly sensitive, desperate for appreciation, terrified of conflict, depends on others for approval, passive-aggressive, can develop a victim mentality, whinny, complainer, at risk for abuse

CENTERED YELLOW

- Values people & relationships, kind, each individual is important, accepting, caring, family-first, devoted, adoring, inclusive, loves to serve, loyal, loving, forgiving

EXTREME YELLOW

- Indecisive, gives in to others, overly sensitive, desperate for appreciation, terrified of conflict, depends on others for approval, passive-aggressive, can develop a victim mentality, whinny, complainer, at risk for abuse

EXTREME GREEN

- Insistent on social justice, judgmental, dogmatic, intolerant, can adhere to an obsessive doctrine he/she rigidly upholds, committed to extremes

CENTERED GREEN

- Cares deeply about social responsibility, values fairness, idealistic, sees big picture, tolerant, hopeful, deeply committed, sincere, purposeful, reverent, honoring, thoughtful

Centered & Extremes 2

EXTREME ORANGE

- Impulsive, sarcastic, so direct can wound with words, immature, doesn't consider consequences, self-absorbed, manipulative, craves attention, irresponsible, extreme pursuit of pleasure, prone to addiction

CENTERED ORANGE

- Spontaneous, creative, inspiring, great communicator, thinks outside the box, encouraging, life of party, loves adventure, fun-loving, funny, likable

EXTREME BLUE

- Perfectionist, procrastinator, compulsive, struggles with communicating feelings, needs a great deal of time alone to recharge, can sometimes feel socially awkward

CENTERED BLUE

- Asks questions, curious, wants to get it right, gifted at seeing potential problems, detail-oriented, problem-solver, introspective, accurate, careful, precise

EXTREME PURPLE

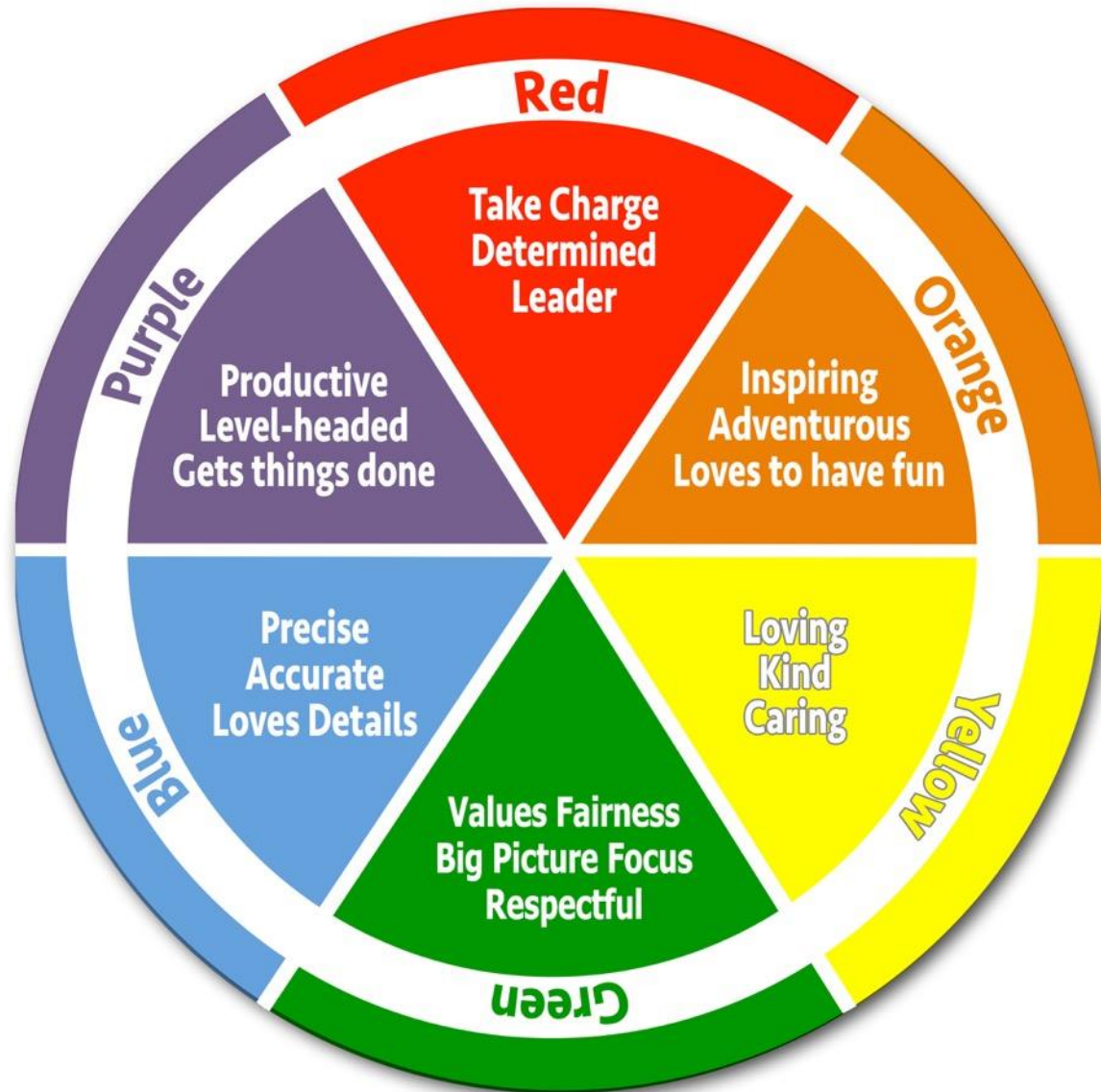
- Micro-manages, rules must not be broken, results more important than relationships, policies & procedures more important than Individual needs, tunnel vision, unavailable, risks becoming a workaholic

CENTERED PURPLE

- Organized, dependable, thorough, gets things done, level-headed, values rules & policies, competent, great management skills, task-focused, self-directed, loves to teach & train, productive, responsible

Again, so WHY are we looking at personality s

- Develop yourself
- Humility
- Tolerance
- Helps relationships



Final Questions?



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