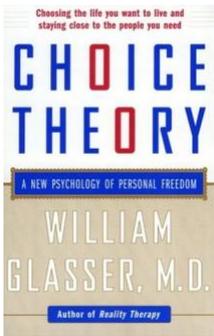




Usually when someone comes in to have “a conversation,” it’s for their actions that broke a rule. We never address why the individual broke whatever rule. We’ve forgotten what it means to give people grace, to understand them as human beings first – all capable of mistakes, and all capable of making better choices for themselves.

### WHAT’S IN A CHOICE?



**Book Recommendation:**  
The foundation for this, as it relates to understanding our choices, comes from the work of Dr. William Glasser, who created Choice Theory/Reality Therapy.

If you don’t want to read, here’s a [short video](#) explaining it too...

This framework breaks down our internal and external motivators. Once we understand people’s motives, we can understand their choices; which means they can also understand their choices and behaviors in an effort to change them.

*This can be the foundation of your developmental conversations with students.*

### WHAT MOTIVATES YOU?

There will always be things that motivate us and others. The problem is that we usually don’t ask people what motivates them to do things (study, go out, hook up, etc).

What kinds of questions could you ask to help people understand their motivations?

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#### Dr William Glasser’s **Basic Needs**

<b>Love &amp; Belonging</b>	<b>Power</b>	<b>FUN</b>	<b>Survival</b>	<b>Freedom</b>
<ul style="list-style-type: none"> <li>✓ belonging</li> <li>✓ being loved</li> <li>✓ being respected</li> <li>✓ friendship</li> <li>✓ sharing</li> <li>✓ cooperation</li> </ul>	<ul style="list-style-type: none"> <li>✓ recognition</li> <li>✓ success</li> <li>✓ importance</li> <li>✓ achievement</li> <li>✓ skills</li> </ul>	<ul style="list-style-type: none"> <li>✓ enjoyment</li> <li>✓ laughter</li> <li>✓ learning</li> <li>✓ change</li> </ul>	<ul style="list-style-type: none"> <li>✓ health</li> <li>✓ relaxation</li> <li>✓ sexual activity</li> <li>✓ food</li> <li>✓ warmth</li> </ul>	<ul style="list-style-type: none"> <li>✓ choices</li> <li>✓ independence</li> <li>✓ freedom from</li> <li>✓ freedom to</li> </ul>

### CREATING BETTER OUTCOMES

7 Caring Habits	7 Deadly Habits
Supporting	Criticising
Encouraging	Blaming
Listening	Complaining
Accepting	Nagging
Trusting	Threatening
Respecting	Punishing
Negotiating Differences	Bribing or Rewarding to Control

Think about how you treat others in the conduct/development conversation process. Looking at the 7 Habits to the left, which side would you say your process usually falls on? What if you shifted from negative habits to positive ones? What sort of outcome/sanction would you give someone that is both a Caring Habit, while also getting them to reflect on their actions and why they made the choices they did?

*Have you even asked others what they hope to get out of their experience? Out of school? Out of work? Out of life? Answer these and you’re well on your way to better outcomes.*

Glasser, W. (2013). *Take Charge of Your Life: How to Get What You Need with Choice-Theory Psychology*. Bloomington, USA: iUniverse.



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