

Activating self-determination

May 2019 at NC NASW

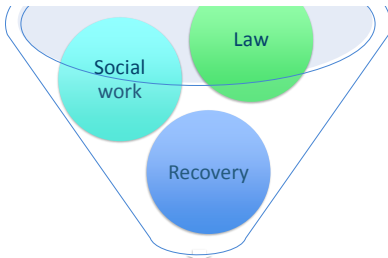
Karen Kranbuehl, JD, MSW
CEO, SAY IT Solutions



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About your speaker...



*Passion for what is possible for every person.

*Deep respect for those who KEEP TRYING despite life's never ending challenges.



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Overview

- Self-determination theory
- Client level
- Organization/program level



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Familiar faces

What are some stigmatizing words used to describe people who present like this?

Resistant
Defiant
Unmotivated
Attitude

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But social workers know better than to accept the stigmatizing stereotypes

Internal experience
• Trauma
• Co-occurring disorders

Societal experience
• Rigid systems
• Stigma
• Discrimination

Context
• Social determinants of health / opportunities

Vulnerable
Frustrated
Stuck

So, how can we support someone in getting unstuck?

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NASW Ethical Standard 1.02

1.02 Self-Determination

Social workers respect and promote the right of clients to *self-determination* and assist clients in their efforts to identify and clarify their goals. Social workers may *limit clients' right to self-determination* when, in the social workers' professional judgment, clients' actions or potential actions pose a *serious, foreseeable, and imminent risk* to themselves or others.

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What does this look like in practice?

- At its worst?
- At its best?
- Examples

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Self-Determination Theory

For optimal growth & development
 people have 3 psychological
 needs that must be met.

Ryan, R.M., Lynch, M.F., Vansteenkiste, M., and Deci, E.L. (2011). Motivation and autonomy in counseling, psychotherapy, and behavior change: A look at the theory and practice. The Counseling Psychologist, 39(2), 193-260.

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Self-Determination Theory

- Not Maslow's hierarchy of needs; these are psychological
- Comes from psychology – conference experience
- Theory of motivation, personality, and development

Pioneers of SDT: Richard Ryan and Edward Deci.
 Learn more selfdeterminationtheory.org

Ryan, R.M., Lynch, M.F., Vansteenkiste, M., and Deci, E.L. (2011). Motivation and autonomy in counseling, psychotherapy, and behavior change: A look at the theory and practice. The Counseling Psychologist, 39(2), 193-260.

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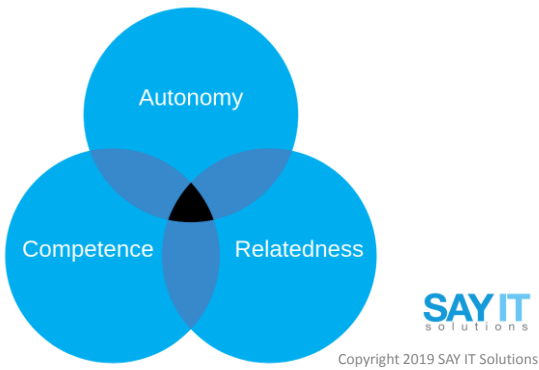
SDT is applied in:

- Health (including smoking cessation and weight management)
- Parenting
- Coaching
- Education
- Professional leadership
- Digital design

To learn more: selfdeterminationtheory.org
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SDT's 3 Psychological Needs



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Autonomy

- Dignity and self-respect
- Feel seen and heard
- Set your own goals
- Have meaningful options



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Competence

- Learn skills
- Practice skills
- Receive helpful feedback
- Build confidence
- Enjoy new learning



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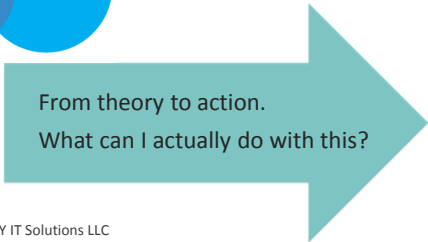
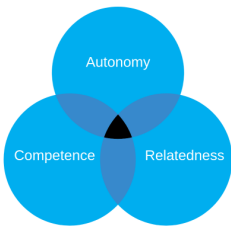
Relatedness

- Family and friends
- Mentors
- Resources
- Geographic community
- Community related to your identity



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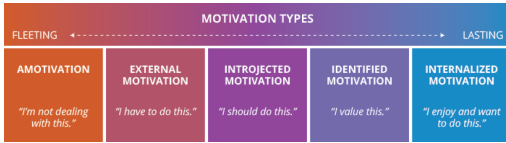
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1. Demystify and de-stigmatize motivation.



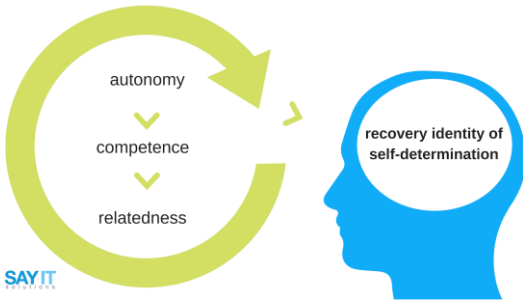
Ryan and Deci's model of motivation

Ryan, R.M., Lynch, M.F., Vansteenkiste, M., and Deci, E.L. (2011). Motivation and autonomy in counseling, psychotherapy, and behavior change: A look at the theory and practice. *The Counseling Psychologist*, 39(2), 193-260.



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2. Support an identity of Self-Determination.

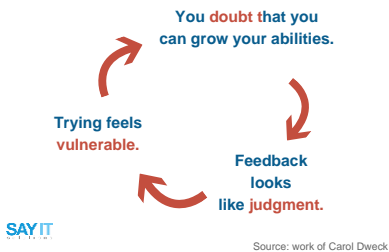


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3. Provide clients with simple, repeatable tools that build self-determination.

Anti-growth mindset



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Source: work of Carol Dweck

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Growth mindset



Source: work of Carol Dweck

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Tools include strategies that prepare clients to work through nervousness and fear.

Game plan for:
"no"
"maybe"



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Activity

SAY IT Program

Self-determination check-in

- 4. Practice using tools.
Becomes second nature.

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5. Promote a broad and diverse ally network

All about Allies List



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Traits ✓

- Honest
- Trust-worthy
- Good communicator
- Confident
- Inner peace
- Wisdom
- Experience

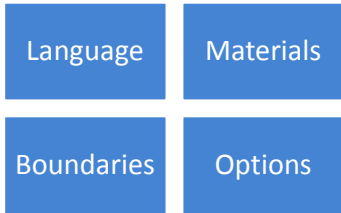
Roles ✓

- Family wisdom
- Friendship
- School mentor
- Work mentor
- Health support
- Neighbor
- Spiritual guide
- Identity development

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6. Scan your environment.

Ask: Does it support self-determination?



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Activate self-determination

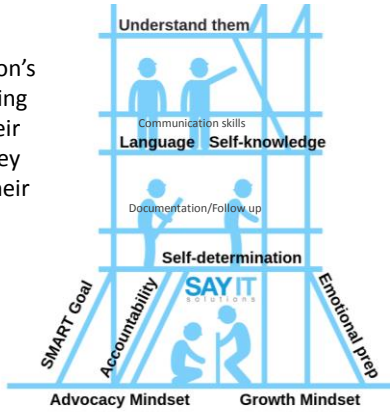
1. Demystify motivation. Diffuse stigma of amotivation.
2. Support an identity of self-determination.
3. Simple tools.
4. Practice.
5. Ally network. Broad and diverse.
6. Monitor program environment.



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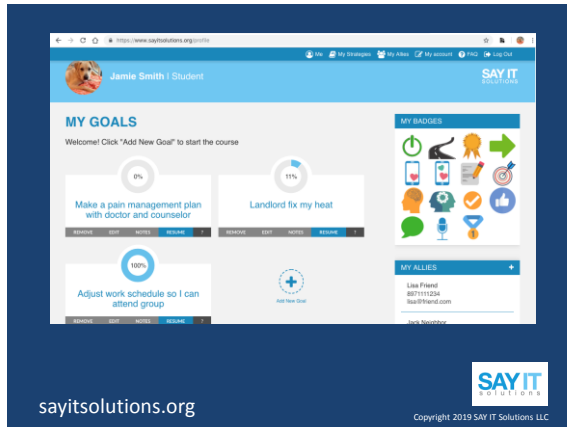
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SAY IT is a person's scaffolding, giving structure to their supports, as they work toward their goals.



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Thank you!

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A series of horizontal lines for writing, consisting of 15 lines in total, arranged in two groups of seven lines each with one line in between.