

Jessie O'Brien, NAADAC: Hello everyone and welcome to today's webinar do's don'ts and how to's best practices and group facilitation presented by Ryan wells I think we're in for a treat today, my name is Jesse a Brian and i'm the director of training and professional development, here at made an.

Jessie O'Brien, NAADAC: Excuse me, the Association for addiction professionals i'll be the facilitator for this training experience.

Jessie O'Brien, NAADAC: With me today behind the scenes, is our training and customer care specialist allison white, you will be addressing any issues or questions you may have that are not specifically for our presenter.

Jessie O'Brien, NAADAC: and other words you do have a lot of support here the permanent homepage for nayak webinars is www.org forward slash webinars so make sure to bookmark this web page, so you can stay up to date on the latest addiction education.

Jessie O'Brien, NAADAC: today's webinar is sponsored by the Federal bureau presence put your calling into action as a psychologist or drug treatment specialist with the Federal bureau of prisons.

Jessie O'Brien, NAADAC: you'll join a dedicated team of interdisciplinary professionals, providing quality mental health care to those who need it most, learn more about psychologist and drug treatment specialist careers at be.opie.careers psychologist or.

Jessie O'Brien, NAADAC: Be opie careers treatment specialist I do believe we're putting the links in the chat box as well, we have with us today to represent as representatives from the Federal bureau of prisons clinical psychologist Dr Torres Torres.

Jessie O'Brien, NAADAC: In clinical psychologist Dr Morris both with the Federal bureau of prison, and they are here today to answer any questions you may have please feel free to put those in the Q amp a box as well, we will be seeing a short video from them later today.

Jessie O'Brien, NAADAC: We are using zoom webinar for today's live event, you will notice the zoom control panel that looks like the one on my side at the bottom of your screen.

Jessie O'Brien, NAADAC: there's two main items actually three need to update this slide that I want to bring your attention to most of you know, the chat box, I feel like we're all pretty familiar with zoom.

Jessie O'Brien, NAADAC: But I do want to bring your attention to the Q amp a box and differentiate the two.

Jessie O'Brien, NAADAC: All questions for nayak for the presenters for our sponsors, please put them in the Q amp a box, as you can see the chat box moves really, really fast so put them in there, they disappear.

Jessie O'Brien, NAADAC: So we may we may ask you if we see a question in the chat, to put it in the Q amp a box and please keep the Q amp a box, free from chatter so that we can have the questions all curated and there for us to go to.

Jessie O'Brien, NAADAC: The other thing is the closed captioning is now offered through zoom and you can turn that feature on or off if you want it, you should see it on your zoom menu also at the bottom of your screen and that's it.

Jessie O'Brien, NAADAC: As you know, every nayak webinar has its own web page that contains everything you need to know about this that particular webinar.

Jessie O'Brien, NAADAC: So immediately following this live event you're going to find the online CE quiz link on the exact same website you use to register for this webinar.

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Jessie O'Brien, NAADAC: If this is your first time going through RC process, please make sure to follow the instructions guide that is right underneath the online see course link to guide you through the process.

Jessie O'Brien, NAADAC: You can also always email us at sip@nasdaq.org that see as in continuing as an education at NASDAQ org please note, if you do need your certificate to save live on it, make sure to complete the seat quiz within the next 24 hours and download it.

Jessie O'Brien, NAADAC: All right, enough about that, let me introduce you to our presenter Ryan, Brian wells as an adult child of an addict he spent five years getting a four year undergraduate degree from Fort valley State University.

Jessie O'Brien, NAADAC: Brian now holds two masters degrees one in divinity from Luther rice seminary and the other in criminal justice Troy State University.

Jessie O'Brien, NAADAC: Ryan, is also an approved clinical supervisor in the state of Georgia with certifications as a CA DC to and cms.

Jessie O'Brien, NAADAC: he's a proud member of Phi beta Sigma fraternity Inc and currently serves on too many boards to count.

Jessie O'Brien, NAADAC: Ryan married his beautiful wife has naval orange nika 15 years ago and they have three tornadoes and jeans allison cadence and Ryan jr so Ryan, a minute welcome you to the stage, as I say, and pass this over to you.

Ryan Wells: Let me, let me do things good to see everybody welcome welcome welcome i'm Ryan and i'm excited to be here today i'm super excited super pumped.

Ryan Wells: I believe we're gonna have a great time today I do want to start off by just kind of thinking data for the awesome job rotation.

Ryan Wells: to present to you guys, I want to thank spectrum to our CEO Mr Kurt is into our VP of clinical services for a warrant to break them be Sabrina hinton all to my program direct them back.

Ryan Wells: To I say clinical program is bad and to our program director miss Nikita hollis I want to thank the federal bureau of prisons for sponsoring this presentation hey man i'm ready to rock and roll.

Ryan Wells: guys forgive me i'm from Georgia so good and country, and so you will hear a lot of y'all and and double negatives like ain't and can't, and so I please bear with me i'm about to share my screen that we're about to get started with this presentation alright alright see we go.

Ryan Wells: Is it okay.

Ryan Wells: You were there all right here we go guys, so one of the things just kind of starting this presentation i'll do it.

Ryan Wells: All right, just kind of starting this presentation, or one of the things that I want to look at guys, is why we do what we do as facilitators.

Ryan Wells: The do's and don'ts and how to do facilitation, this is what I do know about the field of substance abuse about the feel of recovery.

Ryan Wells: It is, it is extremely extremely challenging to, especially in this current climate, to find

people to work and so.

Ryan Wells: I really want to kind of touch on the basics of group facilitation kind of like the beginning parts of it.

Ryan Wells: And the best way that I can do this is is really introduce you to what facilitation is, how does it move out as a look, how does it.

Ryan Wells: feel, what does it look like when it's all put together and so at the end of this training today.

Ryan Wells: we're going to learn how to prepare deliver and process content to facilitate life change we're gonna learn how to implement practical strategies like.

Ryan Wells: resume strategies what works, what does not work, what do we need to throw away what do we never need to bring back out.

Ryan Wells: we're going to learn how to avoid the pitfalls of concrete thinking during the group process.

Ryan Wells: And we will learn how to maximize group communication by minimizing confrontation and what we call domineering behaviors in the group process.

Ryan Wells: and listen guys, one of the most embarrassing things that i've ever seen in my entire life and then come from will Smith and Chris rock Oscars incident, I was in school.

Ryan Wells: This was like a long time ago I was in high school and and these two people were getting to a like a like a spat like.

Ryan Wells: A conflict knows about the come to blows like literally fight, and so the guy turns around and literally slaps the wrong horse.

Ryan Wells: Like the person that he was no way he completely denies hit the person that he was he completely hit another person though there's an innocent bystander didn't even know what was going on, they slapped the wrong person and so.

Ryan Wells: In my mind i'm like you know how bad you feel to be completely caught off guard and slapped by the wrong person and so with group facilitation, this is what I need you guys to remember.

Ryan Wells: We have to make sure when we facilitated groups, not a slap in the body, not just slap anybody, but really to to slap the right person, which is our sale.

Ryan Wells: Sometimes we are the biggest culprits to the group process, the reason your group is not what you want it to be.

Ryan Wells: it's not because something else is going on it's because you're not who you need to be within that process.

Ryan Wells: And so guys kind of entertain me like i'm not i'm very interactive even with a virtual platform so kind of entertainment so here's the be kids to be read a book here is say slap slap.

Ryan Wells: slap slap slap slap say separate separate say learn say learn anticipate anticipate say put in the work they put in the work i'll man y'all gotta snap snap So the first thing that I need you guys to know you have to learn to separate what you.

Ryan Wells: From what the Group, need I hear it is separate we got the right person our sales we, we have to understand that the reason i'm having difficulties is not the cost of the participants, not

because of the climate.

Ryan Wells: Also, the organization or the administration, we have to look at our sales, the first thing you have to do is to separate what you want from the.

Ryan Wells: From what the Group me, and so you want the group to hey we're going to focus on this curriculum we're going in this direction.

Ryan Wells: But overtaking the that day, they may need something else, and so you're gonna have to learn to separate what you want, for what the Group needs say slap slap slap a separate X they learn anticipate.

Ryan Wells: I.

Ryan Wells: Separate right what you want, from what the Group needs, but then you have to learn learn the group, not just the material.

Ryan Wells: So so many times, especially young counselors have come and they'll say like you know I know the material I know the materials, I say yeah you know material, but you don't know you're presenting to.

Ryan Wells: One of the biggest mistakes that you can make as a facilitator and we're going to get to this later on, you know the materials, but you don't know your book you don't know who you facilitating to.

Ryan Wells: Every single person in that group has a name and a last name they're not just the gtc now they're just not a department and they're just not mandated person.

Ryan Wells: That comes to know that person has a mother and a father, that person has somebody that loves them and care to be.

Ryan Wells: And so, so many times, people will facilitate a group and they know the curriculum, but they don't know the group they don't know the people in.

Ryan Wells: This is a mistake, we have to learn to slap the right person and it's not the participants is not the administration is not the organization know we have to look within ourselves.

Ryan Wells: We have to learn the group, not just the materials, not just the curriculum say slap slap slap say separate say separate say learn say learn anticipate anticipate.

Ryan Wells: So we're gonna separate separate what you want, for what the Group we're going to learn the group, not just a correction.

Ryan Wells: Then we're going to anticipate opposition to the material.

Ryan Wells: We have to ask facilitate I know, on Monday to Saturday i'm going to prison saying, where where I work, I have to anticipate opposition to the materials.

Ryan Wells: anticipate opposition to the process everybody in your room doesn't want to be in your group.

Ryan Wells: I don't care if they pay to be in your group I don't care just send them to your group everybody is there for different reasons, and so as a facilitator i'm anticipating pushback i'm anticipating somebody the.

Ryan Wells: wrong.

Ryan Wells: way.

Ryan Wells: I anticipate things to go off track part of my preparation process with a group that i'm going to facilitate.

Ryan Wells: I anticipate things and not go as scheduled, things to go off the rails, so to speak, even in a great mood something's going to happen that's going to be completely unintentional so you have to learn as a facilitator anticipate unanticipated so say slap slap.

Ryan Wells: slap slap slap slap.

Ryan Wells: slap slap say separate say separate say learn learn and so.

Ryan Wells: anticipate.

Ryan Wells: hi.

Ryan Wells: So.

Ryan Wells: we're going to separate what you want, from what the Group means we're gonna learn the group not just.

Ryan Wells: anticipate opposition and then God most important we're going to put it to work we're going to actually make a commitment to put into practice the principles learn today.

Ryan Wells: You know i'm going to tax I have personally, this is my ass thing i've wasted money by going to conferences that I intended not to put into practice, listen life is too short for you waste your time.

Ryan Wells: These principles that you're going to learn today put them to work put them to work.

Ryan Wells: guys I tell people all the time, is my clients, there is no difference between a man that does not read and amanda cannot read.

Ryan Wells: There is no difference between a Commission that does not know what to do and a Commission that knows what to do and does not do.

Ryan Wells: You have to put these principles to work if you don't put them to work, do you want to waste your time, the ultimate you want to waste your life so we're gonna slap slap slap slap separate burn anticipate.

Ryan Wells: guy's wife says.

Ryan Wells: wow why man and why wow see this is the ultimate question.

Ryan Wells: guys in the 50s there was a study done by a psychologist by the name of Kirk Richard.

Ryan Wells: A writer, and he did the study with rats this is before you know inhumane PA and all of these things, and so he took these group of rats and he had food groups group a and group B.

Ryan Wells: A control group and and not control group and he wanted to put these rats in cities, big big type of deals and put them in water summers them.

Ryan Wells: And he wanted to see how long directs we're going to swim.

Ryan Wells: And so, he put it right in and around of tread water in about 15 minutes to wrap will learn to drown to death, and he repeated it several times.

Ryan Wells: All the rat fat of comments swim time 15 minutes, and the second group of rats.

Ryan Wells: He put into these same situation and the rest of swim about 15 minutes, and as the rest were about to drown here, take the risk out of the warm.

Ryan Wells: and dry mouth then catch their breath a little bit and then you'll put them back into the water.

Ryan Wells: Now, according to his research what he found out that the first Center rats were only able to swim for 15 minutes to read that he put into the same control group, where he took out of their right before they drown and put them back in you want to get how long the Nice food revenue is.

Ryan Wells: 60 hours.

Ryan Wells: So the first group arrest only swam for 15 minutes, but the second group was able to swim for 60 hours that's a 240% increase 340% increase.

Ryan Wells: And so, his research concluded right the rats that did not have hope we're able to swim for 15 minutes because hope was not coming help was Malcolm.

Ryan Wells: The rats that he took out of the water right before running in their minds, they said, if I keep swimming help is going to come, and so this experiment he included his whole research project with this everybody needs a reason to keep swing huh.

Ryan Wells: Everybody needs a reason to keep swinging guys remember when I told you, before that, that we have to learn to separate what we want from what the Group me.

Ryan Wells: See you want to do the group and it's a large amount of time 30 minute 4569 if you want to face a critical you want to get your check and go home but see what the Group needs is hope.

Ryan Wells: You have to give these guys a reason to keep swimming I need a reason keep doing what i'm doing in my profession, I know now why guys, you have to know your why.

Ryan Wells: Why are you in this profession are using this feel bad if you don't have a reason to keep swimming you're going to drown in 15 minutes and you're going to burn up.

Ryan Wells: You need a reason to keep swim.

Ryan Wells: Your your your vendors your clients, the people that's in your group process, they need hope and if they don't have hope they keep swimming they're going to drown in that and i'm here to.

Ryan Wells: guide in a study on twice in 2004 and it was repeated by solar solar 2011 you know they found they found that group therapy was equally as effective as individuals there.

Ryan Wells: yeah yeah that's that's what a research project said, the research says that group therapy is equally effective as individuals out there and let's be honest in this climate where it's hard to find people to come into the profession is hard to get people to work.

Ryan Wells: It works group therapy is effective, I can take one staff member and facilitate to a group of eight or 10 or 12 and I can be effective in that person's treatment, I can give that person effective hope in that process so group therapy works.

Ryan Wells: So if the process works there's going to be an emerging trend and need for effective group facilitation.

Ryan Wells: And so, this is why we're here today, we found out according to the research that 80% of

substance use treatment centers utilize some form of.

Ryan Wells: therapy, and so this field is growing, it is a desperate desperate need for effective group facilitators and so guys, when we talk about slap slap separate learn anticipate put in the work.

Ryan Wells: you're going to have to put to work, these principles, because it is an urgent need, it is a while like desperate.

Ryan Wells: We need effective group facilitation and guys, we are here to to help equip you into that process, so what are some of the benefits of group therapy.

Ryan Wells: What are some of the benefits of individual out there and guys, I can tell, and my experience, this is what I have found that group therapy, it is effective, according to the research, it is efficient and God it is engaged.

Ryan Wells: group therapy is effective, efficient and it is engaged is effective it works is efficient, because I can take a staff member and maximize.

Ryan Wells: maximize the process and I can engage to to enforce life change to bring these guys who to bring these gals who right, so what is groups facilitation, if I can define who facilitation.

Ryan Wells: My program director miss Alice excellent facilitator excellent person into the field.

Ryan Wells: signified group facilitation as a cycle educational process that provides the participants with informative data that can construct a change in behavior in the or enhance a skill set.

Ryan Wells: Now recent navigate said, a group of sanitation, is a person who makes the work easier by structuring and guarding the participation of group members, but you know in this field, we have to be more direct What does Mr well stating.

Ryan Wells: A similar thing.

Ryan Wells: activates the process of chain by making the group engagement each.

Ryan Wells: Other make a real plane is the country I told i'm from Georgia southern Georgia we good and country listen group facilitation, this is you wd 40 maybe.

Ryan Wells: This is you, it can be the group can be rusty that they don't want to engage with you but, but this is you, you will get this.

Ryan Wells: As a facilitator, you are wd 40 is your job to make the change process easier on our the safeness devotee for these whales whales devotees i'm about the same.

Ryan Wells: This is you as a facilitator if you're not wd 40 man you you doing something wrong your job is to make the process easier now are you not superglue are you.

Ryan Wells: We loosen up those rusty boats, this is you, and you ain't wd 40 you doing something wrong.

Ryan Wells: Because our job is to make the change process easier.

Ryan Wells: But family.

Ryan Wells: Family we haven't made your problem, you know the problem.

Ryan Wells: See back in the day.

Ryan Wells: You remember the TV show man, we had caused.

Ryan Wells: The family unit, the mom dad and kids everybody will be able, we had the Brady bunch of man come on like it used to say that may come on Come on, with you have a good time law with Jane.

Ryan Wells: I didn't know what we've done.

Ryan Wells: And so, a lot of health on his own.

Ryan Wells: But this was the family yeah I mean good wholesome shows to the MacGyver may take the two PICs and debbie 40 and a diet coke and and make an F1 15 bumper some man this guy can can take man names and.

Ryan Wells: And a fork in and make a slippery slope slide to slide you wherever you need to be the shows were different.

Ryan Wells: The family look different you remember when mcdonald's actually looked like a family restaurant, but now it looks like a coffee house with dana's donuts I remember that that hamburger the.

Ryan Wells: premise of your book when kmart had a CAFE Well, now we can find a CAFE or kmart i'm not kidding no I remember this times with different bagby the cars little bit they were bigger book you the cars, you can pick the whole family and then.

Ryan Wells: They these were radically different back then.

Ryan Wells: I remember the music and this is some of my favorite music right the temptations you remember, everybody used to wear tight pants and then they went to the baggy pants and now, if you look at everybody prom pictures they back wearing tight pants.

Ryan Wells: Oh man, I see one of the key problems may look like baby walking into the problem.

Ryan Wells: So the music was different the hairstyles was different how people related there was different the technology was there may now in one iPhone we have the entire radio shack store and one iPhone things with this radically different man, but, but this is not right, the TV shows in.

Ryan Wells: The cars they're not they're not meant for four and five and six people we can't get a family of five into a two.

Ryan Wells: week we can't we can't the music is.

Ryan Wells: is engaging the dressing the style is different, I mean the look and the feel is different, the family unit has prevented minimal before I The technology is if.

Ryan Wells: we're in gauging I never before and we'd be honest without saying, back then, compared to now is a whole new world.

Ryan Wells: it's a whole new world, but the problem that asked in the industry we're still facilitating like is bad thing we have an archaic form of group facilitation.

Ryan Wells: And today's generation is not it is not working at all, and so we have to begin to change.

Ryan Wells: How we interact how we deliver the information we have to be able to relate to people better because now I got people in our group process that looks like this.

Ryan Wells: I got people in my group process that dresses like this is who they are, they got 92 drugs

that I haven't heard before.

Ryan Wells: That, and so we have to be able to relate to people and engage with people like we've never had to do in the past that was being, but this is now.

Ryan Wells: And so now, you may have a little mini or Google jen's ears in your group, and this is who they are.

Ryan Wells: But, yet they are struggling with with substance use disorders they're struggling with how to put their life together how to cope with common problems and so now, you may look like this, but they have the same age old problem.

Ryan Wells: How are we going to reach these millennials these Jun zero, how are we going to test them how are we going to give them a reason to keep swimming This is our job with effective group facilitation.

Ryan Wells: And so guys, I want to give you all six pitfalls to watch out pitfall number one the crash and burn I have seen facilitators they have stepped into the process.

Ryan Wells: That they are totally unprepared and man they stand up there and they crash and burn they realized at the moment of facilitation that this ain't funny.

Ryan Wells: They step into that group and it's a crash and burn, this is not their passion and regardless of how prepared, they are to present the material.

Ryan Wells: They will not prepare for anything else, and so they stood into that group process and they crashed and burned that's pitfalls number one pitfall number two the unprofessional i've seen this man that the unprofessional.

Ryan Wells: Ah, they try to use vernacular on hill yeah look at me i'm cool I know all the days.

Ryan Wells: They attempt to be relevant Hill and they emotionally insert themselves in the book down names on one of the fellows.

Ryan Wells: i'm one of the girls i'm a member of the group, so they saw a professional they see themselves as a member of the group.

Ryan Wells: When they're not a member of the group there to facilitate the group natalie of the Bu, and so they sacrifice expert expertise for quarter normalcy in the facilitators attempt to relate the group members use this as a backdoor to escape the subject matter that unprofessional.

Ryan Wells: allows the group to escape the group by their antics and outdated vernacular and their attempts to subjugate themselves to the group.

Ryan Wells: The guru man i'm seeing the guru go to work, this is peer phone number three the guru.

Ryan Wells: tries to impress the group members with their house their intellectual and dad that the two skills needed to interpol's themselves into the book that and then.

Ryan Wells: The group the guru knows what's best for the group and you should be honored by my presence, because by the Greens, speak for me.

Ryan Wells: Man some of y'all some of y'all may what were some gurus i'm telling you the guru is so smart the group can't get anything from.

Ryan Wells: The guru is smart, but the group is just left behind, because they are so enamored with what they know the group can't relate, this is a pitfall.

Ryan Wells: The fourth pitfall I call this pitfall the Willy Wonka and the chocolate factory land, this is a pitfall because in the winter walk us through.

Ryan Wells: Everything the sweet they don't stick to the script they don't stick to the structure.

Ryan Wells: Everything is sweet no rules, no guidelines, no instructions no recourse no meaningful feedback no challenging towel no emotional stresses of tools needed to invoke behavior changes see the group participants love this type of facilitator, because everything is sweet like a.

Ryan Wells: pitfall number five the finding Nemo facility.

Ryan Wells: May this person's last man you sit there and automatic and.

Ryan Wells: As a as a clinical supervisor I sit in these groups and the facilitators completely lost they clearly are flying by the seat of their pants and it's evidence, they don't know the something man they don't know who.

Ryan Wells: They are totally absent in their preparation, the presentation man you think that they just graduated from I don't know for me more can they lost, this is a pitfall.

Ryan Wells: Man I call this the night we'll see the nyquil ooh.

Ryan Wells: that's the type of facilitator man they know the material they know the material, but it is boring war you put people to sleep with your group facilitation skills is so boring I can't get nothing out of make you sit in a group man is.

Ryan Wells: Not loving it so how can you help them with life change, how can you be effective as a facilitator, if you bought them.

Ryan Wells: up.

Ryan Wells: Will you will you will have to wait, people are, this is a people as a facilitator, we cannot board them I know the message is the message the subject matter, the subject matter.

Ryan Wells: But you will have to put some energy some you have to put something else in there are you going to lose them because they're sleep they're bored to death.

Ryan Wells: They bore you.

Ryan Wells: you're gonna have to change it, you got to put some more energy in that guy Come on, then nyquil you know the material you smart you passionate about what your delivery so boy we can't relate, I rather take a nap and.

Ryan Wells: This is a people, so now let's get down to the nitty gritty that's fine with.

Ryan Wells: That down to the nitty gritty So what are you saying here it is guys, you have to understand human nature, you have to understand group nature.

Ryan Wells: And you have to understand your own niche so we're going to break it down, you have to understand number one human nature.

Ryan Wells: human nature it's normal right humans like being placed when George entertainment more than education we do we do this, why Patrick mahoney makes \$500 million, you know, we would be like if we make this.

Ryan Wells: A printer that right, but this is why movie stars can make \$25 million for one movie you

know and, unfortunately, they just not cut the check that for for what we do.

Ryan Wells: And so human nature, we like being playful we enjoy entertainment more than education and so instead of fighting human nature, I need to learn a way to to play into human nature right.

Ryan Wells: human nature, we like being scientists, we like testing predictions that's human nature and so i'm not going to fight it i'm gonna learn how to maximize right we like being legislative issue we like whoo, even if they are unspoken.

Ryan Wells: We that's my seat I sit in that seat, this is my This is my chair, this is my counterpart this my window this man or This is my space in an elevator interrupt my space.

Ryan Wells: chaos is going to ensue so humans, even if the rules are now written we follow a set of unspoken rules and it's human nature, we like being legislative as humans, we like being epicurious right we enjoy eating together man, we played a mother's day read.

Ryan Wells: But people plan their thanksgiving meal, you know men Jane what they read, we as humans, we like being with people in eating we like meeting over meals and meals oh.

Ryan Wells: We just enjoy it we like it, and so, as a group facilitator i'm not going to fight against people wanting to be epicurean.

Ryan Wells: I gotta learn to leverage this right as humans, we like being what they call clandestine right we desire intimate things to stay private we.

Ryan Wells: Like a certain things that you know is off limits miss Wales is certain things I can, like you, even as a clinical supervisor, I, like you, but i'm not going to share with you everything right.

Ryan Wells: And so we have to understand our participants in our groups are the same way, we have to learn to leverage people want to be clandestine and normalized it's okay for some things to be off limits it's okay for certain things to be out of bounds right, we have to learn to leverage this.

Ryan Wells: Right.

Ryan Wells: Humans we like things we like being gossipy while we talk man, you heard that the girl girl, did you.

Ryan Wells: So you know we like talking man, we can talk we like talking i'm telling you we like talking people like to gossip and so instead of.

Ryan Wells: Avoiding this right, we have to learn to leverage people wanting to gossip right i'm not going to find human nature, I have to learn to leverage, you would make and so here it is here, it is again how does, how does human nature play into groups niche right.

Ryan Wells: How does it play being played for what does it look like here's the nitty gritty here's the nuts and bolts of right.

Ryan Wells: Humans like being played, so in my group classes, my group must be engaged right, my group must be engaging so that means I have to do is.

Ryan Wells: I have to do relevant words I have to be relatable right I gotta use props I have to use, you know effective comedy not not hurtful come buddy effective coming.

Ryan Wells: This is why I showed you guys a realistic, of how they looked my opener was the slap slap separate brain learn anticipate.

Ryan Wells: Say put into work, because humans like that we like jingles we like things that burned into

our memory, as a group, facilitate here.

Ryan Wells: I have to normalize being placed in a group, and so my jobs facilitator to help like change happens to help give people hope.

Ryan Wells: To make sure that I that implement icebreakers relevant words I have to be relatable in the group process for them to get it i'm not going to fight against being playful i'm going to leverage being playful, to the benefit of the group.

Ryan Wells: groups like being scientific human nature, so the group must deliver some form of educational information that is measured with application.

Ryan Wells: So guys i'm just not in the group telling jokes in common and i'm just not in the group had loads of energy, no, I had to deliver something impact after make sure I delivered the curriculum, so this is what we say in our organization.

Ryan Wells: I never take away from, but we can always add to and so this is what we do, never take away from the curriculum, but we can always add to the curriculum.

Ryan Wells: And so we want to deliver the information because she was like main scientific.

Ryan Wells: So Julia is, we have to deliver educational information because some guys might be a pre contemplation stage change, they need to be educated, this is what this is what the drugs are doing to your body to your family to to your to your to your freedom, this is what this route.

Ryan Wells: Right, so we need to educate them but education needs to be measured by cell phone application right we're not gonna fight against the.

Ryan Wells: Scientific we're not going to fight against being are playful, as they call it then we're gonna we're not going to find a subgroup wanting to be legislated the group listen to them again the group must have whoo and healthy balance, I want to say that again in the group must have.

Ryan Wells: and healthy boundaries firm fair and consistent, the group must be firm, the group must be fair and the group must be consistent practice this from fair and consistent is nothing wrong.

Ryan Wells: People grow when rules are either spoken or unspoken i'm not going to fight against that i'm going to make sure that these rules are in place, so the group can function, whether they be spoken or unspoken right i'm going to have healthy boundaries within the group.

Ryan Wells: The group i'm not going to find his to be wanting to be able to cure it right, I have to be mindful of the group dynamics and the makeup and i'm Okay, with it, I have to be mindful of it.

Ryan Wells: I have to be mindful that the group sometimes must be clandestine so i'm not going to fight against human nature.

Ryan Wells: So here's a good rule of thumb guys in your group facilitation push but don't show So if you have a person in the group process that needs pushing don't be afraid to push them, but be careful not to sell.

Ryan Wells: Two minutes facilitate myself is, I see this all the time and mandated settings you're not there to show people that.

Ryan Wells: This first do no home i'm not there to shove, but I am willing to push and so this is what I mean by.

Ryan Wells: Going with you and make you being claimed this time we're going to push for we're not going to show you.

Ryan Wells: guys is nothing wrong with the group being gossipy there's nothing wrong with the group talking and I know it's some group therapy processes in some organizations.

Ryan Wells: We do want information, because then to and so i'm not talking about a breach of confidentiality i'm not talking about the group Members talking to other people.

Ryan Wells: i'm talking about giving the group something good to talk about within the group right.

Ryan Wells: Here it is we're going to use so planes rollerblades group recognitions we want to give people something positive to talk about.

Ryan Wells: And so, when you guys were there is a lesson, did you go today after care group or did you go to settings.

Ryan Wells: yeah man, I completely enjoy I feel like the facilitators problem, I think, to me, lighting up your to run on just for today, I think I can make it a little while and.

Ryan Wells: My job as a facilitator, I want you to gossip about our to the gossip something good about food and so i'm not going to fight against i'm going to embrace it right i'm going to embrace that like change because my job as a facilitator, is to be wd 40 to bring about life change.

Ryan Wells: So guys, the two rules, I want you to remember, because we have to understand human nature, we have to understand the group niche but then I want you to understand your own niche the two rules to always remember to rule.

Ryan Wells: Rule number one and group facilitation remember this rule number one he goes to country in the St Joe group.

Ryan Wells: yeah I said this angel group.

Ryan Wells: Is there.

Ryan Wells: you're there to facilitate their who not to you design a Bible study design a Sunday school class this this this map, you know at home, I know you're there to facilitate their group, this is Rule number one, this is the primary rule rule number one, but then rule number two.

Ryan Wells: always remember room number.

Ryan Wells: If you want to be an effective facilitator remember rule number one, this is not.

Ryan Wells: Remember rule number two always remember rule number one.

Ryan Wells: slap slap slap slap say separate say separate say learn say never anticipate anticipate say.

Ryan Wells: Say put it away oh God we're going to separate what you want, from what the Group me we're going to learn.

Ryan Wells: that the group, we have to learn to grow, not just through material and then guys we're going to learn to anticipate opposition and then, finally, we don't.

Ryan Wells: Say snap snap snap snap.

Ryan Wells: data.

Ryan Wells: Thank you all so much thank you, thank you, thank you guys for for joining my group

today I didn't want to leave about 15 minutes, maybe 10 or 15 minutes or so for some Q amp a guys.

Ryan Wells: i'm going to turn it back over to the panel at this time, and you guys got any questions, please brahmin the chat box what is American call them out to me it's like a good billion of them gasol so please help me out which i'll turn it back over to miss Jason.

Jessie O'Brien, NAADAC: Have right, well, we have a lot of questions for you Ryan i'm just going to go quickly to.

Jessie O'Brien, NAADAC: Before we get to the Q amp a so stay tuned i'm going to show the quick video from our sponsor the federal bureau of prisons.

Jessie O'Brien, NAADAC: Then we're going to come back to the Q amp a and you can ask.

Jessie O'Brien, NAADAC: Ryan all of your questions and and if you have any for the sponsors, you can put those in the Q amp a as well, so i'm going to go ahead and show this me just stop showing here.

Jessie O'Brien, NAADAC: And then I will share my screen oops.

Jessie O'Brien, NAADAC: All right.

Jessie O'Brien, NAADAC: Here we go.

it's a calling it's a higher purpose, you have to be passionate about what you're doing but person who can look beyond what they see in front of them.

You can slowly change the world by being able to touch as many lives, as you can we value diversity, because our population is diverse.

flipped to any page in the DSM and whatever disorder you land on you'll find it here at the Bo P, it can be a range of beings that you would expect to see and a prison but you'll also see more nuanced clinical impressions as well.

Mental health is health and i'm proud to work for an agency that, now more than ever, has prioritized mental health.

we're seeing now the rollout of unique modern innovation individuals can expand their experience in a way that has never been possible, the Bureau of prisons really is like a family.

we're going to be there to help you when you make mistakes we're going to be there to celebrate when you have successes and.

I chose to wear the gop because of the training opportunities and provides me with.

Jessie O'Brien, NAADAC: I have so many staff members that have my back, I feel very safe and secure.

For those who want to invest in others lives it's a really wonderful opportunity, whatever specialty you find fulfilling we have opportunities for that.

The individuals who are in prison they're in Nice today, tomorrow they'll be neighbors.

prisons is a place for change.

Jessie O'Brien, NAADAC: Alright let's get to these questions, so any questions for Ryan, so you guys, you can also like questions in the question box and then move them up to the top okay you ready Ryan.

Ryan Wells: Right.

Jessie O'Brien, NAADAC: All right, all right, so your first question from David my question was about members of a group should members refused.

Jessie O'Brien, NAADAC: To hold on now there are moving around and some Members refused to turn their cell phones up should I ask them to leave the group, what do you do in that situation.

Ryan Wells: So, because I work in a mandated setting we don't have that issue, but I can see when I did two groups in the Community, I did have the issue.

Ryan Wells: Remember it's about being fair to everyone in the group process, because this is not my group right and so it's the groups, if that makes sense and so absolutely they don't talk their cell phones I'll ask them to leave because it's not fair to the other members of the group.

Ryan Wells: And if they have to report to somebody they feel free but most certainly don't allow anybody to over bear or overtake the group there's always a mistake.

Jessie O'Brien, NAADAC: All right, thank you.

Jessie O'Brien, NAADAC: Alright, as someone Maryland asked what our soul place.

Ryan Wells: So uh so please basically like a monologue like a role play for one person and so i've seen people do this.

Ryan Wells: Like a i'm not gonna say like an empty chair type of deal but they'll play two roles, but the same person, so they may act as the sales and turn around and act as their father or a teacher or a drug dealer in the same instance that's a soap.

Jessie O'Brien, NAADAC: Alright answer that one.

Jessie O'Brien, NAADAC: And here's one from Laura what are your thoughts on facilitator self disclosure.

Ryan Wells: it's okay that's a big lesson and I want to put that back to the.

Ryan Wells: code of ethics as well, you should only disclose you should only self disclose if it is absolutely necessary at a bare minimum, to push to move forward and so as a good practice, you should self disclose less than 1% of the time.

Ryan Wells: And then you have to ask yourself at what reason for the self disclosure and so the people in your room, you know.

Ryan Wells: They may know that you like starbucks coffee, but they don't need to know your kid has a soccer game this afternoon.

Ryan Wells: And so, make sure all set disclosure, if you do choose to do it please, please be very mindful of why your self disclosing because this is not your group process is there a process.

Jessie O'Brien, NAADAC: awesome Thank you.

Jessie O'Brien, NAADAC: This is from Jennifer and I thought we were moving away from referring to people as an addict I use my clients language, but I also shared my perspective and preference to use people first language.

Ryan Wells: you're absolutely correct, are we have absolutely changed enough idea said I absolutely

spoken correctly, we do refer to people that are in the process of recovery you're absolutely correct and so please forgive me on that country came out I apologize.

Jessie O'Brien, NAADAC: I just think that wants to like an example of a push versus the shelf.

Ryan Wells: yeah that's a big that's a biggie guys so when when when we're facilitating group of a push maybe a person is very reluctant.

Ryan Wells: To tell their true story of where they come from that type of deal so push maybe what tell me a little bit more about that right so i'm going to use maybe a motivational interviewing technique, maybe the combo effect, there may be an example of a push a show is.

Ryan Wells: Just using that says apple know you're gonna talk, because I told you before group that you can either speak or i'm going to put you out i'm going to write you out that's a Shell you're saving a person that that.

Ryan Wells: that's an example of a show when when you're pushing to the point.

Ryan Wells: of their interior jail free to engage they're sending down there, so you.

Ryan Wells: back off and come back around me but back off.

Ryan Wells: that's the process moving forward.

Jessie O'Brien, NAADAC: So thanks Ryan.

Jessie O'Brien, NAADAC: And could you provide us from Emma can you provide some tips for when you as the facilitator come from a different background than the majority of the group members.

Ryan Wells: yeah and i've seen this because, because there are barriers let's be honest, whether it be social economic.

Ryan Wells: There can be a language barrier sometimes i've seen this as well, and so there are various barriers that people have to overcome, and this is what I tell you remember it's not your group.

Ryan Wells: And we have to constantly put that into the forefront of our Group members, and so, if I was to give a tip be relatable to the subject matter content.

Ryan Wells: And allow people to know why you're there I explained to my group members, this is why i'm here guys i'm here to facilitate you guys i'm here to serve your group and to keep.

Ryan Wells: The conversation moving forward, and so my biggest advice always put the onus back on them don't allow your race to be your race or your background or your position to be a barrier to their recovery process remember.

Ryan Wells: It is.

Ryan Wells: Their recovery process not you.

Jessie O'Brien, NAADAC: awesome thanks for in this is from the rag, if I may have not pronounced that right, forgive me, and they spoke about how someone covered their group and the person said I don't like covering your group because there's such duds.

Jessie O'Brien, NAADAC: wow, and so the question is, how can I encourage others in our clinical teams to have the same insight or perspective of looking at groups on how to make it be what the patients need and not what the professional once is this even possible.

Ryan Wells: Right it's absolutely possible.

Ryan Wells: One of the things that that David power, putting putting this book, especially supervision it's a great read.

Ryan Wells: Fantastic, especially if you're in supervision, sometimes you have to coerce people into the profession and you cannot be afraid to call people out of the profession.

Ryan Wells: And so, if you have a staff member referring to people and group is does maybe that may be a great candidate coach out of the profession.

Ryan Wells: that's, the first thing, secondly, just always keep at the forefront, especially I tell my my staff members that work for me and under me and with me, my colleagues.

Ryan Wells: to remember person centered treatment is really the only way to go, if you have to keep that person at the Center of all of their treatment world, and so the moment that we lose sight of that.

Ryan Wells: We become ineffective as counselors and especially ineffective as facilitators so just reminding your colleagues.

Ryan Wells: You know what if you know this was your brother or your cousin or your arm or your arm or your brand son keep that keep the person in the treatment person, the actual human being into the treatment and so maybe try reminding them that we have to understand that these are people.

Ryan Wells: In their persons they their tombs we can touch and feel and breathe, and they have feelings and so we have to keep the person at the forefront of everybody's mind.

Jessie O'Brien, NAADAC: All right, thank you, the next one is from Penelope great vibe and love this song, thank you, is it a good idea to tell the group at the get go that in groups, sometimes.

Jessie O'Brien, NAADAC: might go bit off topic or off the rails, but I, we, the facilitator will pull it back on track, or something like that, is there any research about that second question also any tips on preventing and tackling bullying in the group or at the facilitator.

Oh yeah.

Ryan Wells: Absolutely.

Jessie O'Brien, NAADAC: that's, it must be questions.

Ryan Wells: Right right ah so.

Ryan Wells: So if the It may be a good idea, you have to be very careful, because some groups you kind of don't want to go too far track like you don't have victim impact.

Ryan Wells: You will be very mindful of that so it's dependent on I guess the subject matter of the groups are big be mindful of the group.

Ryan Wells: I think it's okay to give the group permission hey guys, you know if we get too far out i'm going to bring it back to the group permission hey guys explore this is your group, but this is the direction that we're going to hit you know if I see it, going off track.

Ryan Wells: i'm gonna have to bring it back on track, because this is the direction that we're heading in for this particular topic.

Ryan Wells: Now, if a group is bullet if a person is building a group, you have an obligation as a facilitator to redirect that person.

Ryan Wells: or a better way is to engage that person into the boot process, but even getting them to write on the board, can you be my note taker maybe they have a lot of energy, if you can't be my note taker, would you be mindful, at the end.

Ryan Wells: Do you might want to reach out for so kind of taking some personal notes, so you can recap, and so.

Ryan Wells: If you can redirect them, it may be our opportunity to ask them either after group page, can we kind of change some of these behaviors so everybody in the group can engage and have not made the move forward in a different direction.

Jessie O'Brien, NAADAC: And if Oh, my goodness there's so many questions people love your your presentation.

Jessie O'Brien, NAADAC: I just say you know.

Jessie O'Brien, NAADAC: guys, the questions that we don't get to, we do also send to the presenter to be answered, and then we post them on the web page as well, so we'll try and fit one more, and this is from Kimberly, how do you handle someone who is being defiant and or not wanting to take part in group.

Ryan Wells: Oh yeah that I anticipated you remember, and just anticipate put it over I dissipate opposition.

Ryan Wells: And, and this is normal let's be honest, the change process is hard, people are resistant to change and it's Okay, and so one of the things that I do, I give people permission hey listen if I said something.

Ryan Wells: That challenges let's let's explore further maybe an individual session but i'm really into spring opposition, and so one of the real fast story, I had a guy.

Ryan Wells: That was out i'm going to mandate, it said in a prison setting and I had a guy That said, Miss Wales you try to convince a zebra not to have strikes you trying to convince convince a leopard spots.

Ryan Wells: And I came back the next day, because I was kind of defeated, you know in that process real fast fail real bad I came back the next day, and it dawned on me, I said hey man.

Ryan Wells: Where is the only place in America, do you find that person Tigers and Z right, I said in a zoo with a zookeeper has to feed them three times a day.

Ryan Wells: And so, when society feels like you're not putting forth a great effort to change.

Ryan Wells: Society tends to lock people love and put them behind cages and bars and I put it back on him do you want to be a caged animal.

Ryan Wells: Or do you want to explore freedom and i'm willing to give you the hope towards their freedom and so he completely changed his whole mindset and so sometimes.

Ryan Wells: Just putting it back on them why let's explore why you define and a lot of times you'll realize it's a lot of people below the surface issues going on than just their defined behavior.

Jessie O'Brien, NAADAC: All right.

Jessie O'Brien, NAADAC: One more.

Jessie O'Brien, NAADAC: I, like, I want to ask this question, I confess I'm probably like a couple of those facilitator types what are good facilitator types and or to add to that question, how do you.

Jessie O'Brien, NAADAC: get some of those skills that maybe you don't have.

Ryan Wells: Right so.

Ryan Wells: Being a great facilitator you're not born it's a learn I promise you, it is learn.

Ryan Wells: Everybody that's great at what they do is they learn whether it's playing basketball golf my golf game sucks I could be honest before the top golf is not helping me at all.

Ryan Wells: And so it's just one of those things it's going to continually take practice I didn't talk about those pitfalls.

Ryan Wells: And, but remember it's a pitfall is not a characteristic.

Ryan Wells: And so, a pitfall is something that you want to watch out for so that means that I can learn to avoid that pitfall right through practice through continuous efforts and so it's a pitfall, it is not a characteristic of a person, and so a person who is naturally not as energetic.

Ryan Wells: As a work on being energy.

Ryan Wells: Does that make sense and so it's a pitfall and not a characteristic is a pitfall another characteristic.

Jessie O'Brien, NAADAC: Alright, we are one minute left, so we have to stop, but everyone was asking for your contact information so here it is hopefully everyone can see it.

Jessie O'Brien, NAADAC: And and I'll leave it up there and I'll go through the next slides in my head, so you can write this down if you need to.

Jessie O'Brien, NAADAC: The quiz is going to be available now that this is over, you can find it at the same webpage where you registered for this webinar okay.

Jessie O'Brien, NAADAC: So you can go back there the link is there there's instructions if you've never done this before and I got a question from someone who hasn't there's an instruction guide that will walk you through getting the see I highly recommend that you.

Jessie O'Brien, NAADAC: opened it up and follow it, and if you have any questions you can email us at see@nasdaq.org that see at NASDAQ that org and we have some upcoming webinars.

Jessie O'Brien, NAADAC: May six women in recovery is our specialty series, and then the next one is may 11 effective treatment for survivors of intimate partner violence.

Jessie O'Brien, NAADAC: Thank you again to our sponsors, the Federal bureau of prisons, hopefully, you all saw the links there as well, and for that great video that we were able to see.

Jessie O'Brien, NAADAC: reminder of the benefits of joining nayak my favorite is the free CES over 320 hours of CDs available to those who are members for free.

Jessie O'Brien, NAADAC: So thank you stay connected with us, I hope to see you at our one of our next webinars and have a wonderful rest of your weekend weekend take care, everyone, and thank you again Ryan.