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SPARK! Training - “Dealing with Negative Behaviors, Positively”
Evaluation - November 19, 2011

➤ TELL US WHAT YOU THOUGHT OF TODAY’S TRAINING

Help you feel more prepared to address challenging behaviors?

= A lot- 29 Some - 16 A bit- 0 Nada - 0

Increase your understanding of how to find a positive context for negative behavior?

= A lot – 58 Some - 6 A bit – 0 Nada - 0

Increase your understanding of various strategies and tools?

= A lot – 32 Some- 13 A bit – 0 Nada - 0

As a whole, feel relevant and useful to your work?

= A lot – 40 Some – 5 A bit – 0 Nada – 0

➤ SHARE ONE THING YOU LEARNED TODAY THAT YOU DIDN’T KNOW ALREADY:

- Love the world café and gonna use it at my staff meetings
- What a World Café is
- Being reminded that all behaviors have solutions. Get together and work it out. Brainstorm
- That it’s important to use recourses w/ other people & to approach children in a positive light
- Stay positive / how to see that everything has something positive (2)
- You can find positives for any type of behavior
- How better to look at negative behavior and find the positive (2)
- Look through a “positive” lens
- Using proximity to stop a negative behavior
- Separating behavior from person (3)
- New activities
- An actual process to seeking positive out of a negative
- Behaviors on students and how to approach it
- I knew children had reasons for negative behavior. But I hadn’t ever thought of it in a positive way before
- Fundamental attribution error
- Think always in a positive context
- The different techniques in training
- Negative into a positive
- The use of language to making it positive rather than negative
- Discussion of negative behavior used as a defense mechanism
- Positive reinforcement is always worth a try
- Separate the behavior from the child
- Various needs or positive context for common behaviors
- Focus on the positive more than the negative



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- Stay calm. Assume positive context
- To breath and realize that there are no bad kids – just normal behaviors
- Analyze the behavior in a positive context
- How to find a positive context
- Framing the reasons behind behavior in a positive way (2)
- Not that I did not know, but will help me be more intentional when working with negative behavior
- The intention of looking for a positive reason for a negative behavior
- Context analyzing behavior in a positive light
- The idea of fundamental attribution error
- A specific model for re-imaging & addressing challenging behaviors
- Liked the reminder of Youth Development Supports & Opportunities
- Do not confront
- Blank (5)

➤ WHAT DID YOU LEARN OR EXPERIENCE TODAY THAT WAS INTERESTING OR EXCITING TO YOU?

- How to put a positive spin on negative behaviors
- The 3 steps to brainstorming solutions
- The exchange of ideas and positive solutions
- To approach children in a positive manner
- The World Café (10)
- Change to typical World Café
- I appreciate and will use the World Café learning format
- Everyone deals with same issues
- Hearing about the network / networking (3)
- Sharing solutions
- Meet interesting agencies to consult with
- Relationship building – essential to learning
- Others really do have good thoughts and opinions
- I think everything was
- Too much good stuff enjoyed it all
- Sitting with someone, even for a small amount of time, starts a relationship
- Presume best intentions
- Learning how to deal with students
- Different situations. Ways to address and propose a solution
- Finding out that a lot of people that teach have the same ideas as I do



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- Take time to know the child. Then work w/ the child. Be positive
- Everything but just wait and think of something positive
- TPS Think, Pair, Share when working with youth on behavior
- Answers to common negative behaviors
- Need to separate the behavior for the person *Spark
- Find Att. Error
- The group management strategies
- Spark → fire → uncontrollable flames
- Focusing on positive context and asset approach
- Seeing that I already had a tendency to frame things + at times
- Dealing with challenging behaviors matrix. Really helps with processing
- list of solutions
- Blank (7)

➤ WHAT DID YOU ENJOY THE MOST ABOUT TODAY'S TRAINING?

- World Café (17)
- Having the opportunity realize that students/ children may exhibit negative behaviors when seeking positive outcomes
- Visual tools
- Style instruction
- Sharing ideas with new people (4)
- Hearing thoughts / examples from other people
- Networking, information
- Practicing different strategies
- Networking
- Meeting people and getting different perspectives
- Moving around / activities
- The spark activity
- Moment
- Great facilitators
- Mixing it up / networking. Inspirational comments
- Learning solutions to negative behaviors, great ideas
- Learning how to make bad behaviors more positive
- The positive action in the group – building relationships
- Hearing ideas from other organizations / agencies
- To add learning about the situational aspect of behavior – taking it into consideration



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- The relationship building and the quality of the information
- The modeling- Learning through doing
- The theory how to apply / teach it
- Format and ambiance created an excellent space for learning in such a short time
- Opening my eyes to my negative approach. I will be more positive
- Group participation
- Icebreaker – meeting others safely
- Interactive. Kept moving. Lots of energy
- The positive – it's contagious
- Classic YDN networking
- Blank (3)

➤ WHAT WOULD YOU CHANGE ABOUT THIS TODAY'S TRAINING?

- Nothing (7)
- Not much
- Good as is
- More
- More time / the length / make it longer / more in depth (6)
- More time for sharing
- A little longer maybe 3 hours instead of 2
- Longer so we could talk more in depth about techniques
- I always want more time @ YDN trainings!!!!
- Talking about all World Café scenarios
- Smaller group so we could hear from all members of World Cafe not just ½ (2)
- More space so we could hear group clearly
- Discuss more how deal with bad behaviors, and how truly to get through to youth, less high fives
- Processing students needs
- More fig Newton's
- Maybe more outdoor bad behaviors. More physical rather than classrooms
- Less candy on the table
- Bathroom break
- YDN always does a great job. Keeps me interested and engaged
- More info on physical negative behavior—bullying, fighting
- Temp of room – a little cold
- The report back from the World Café was hard to hear. Maybe report back together in the future or put more space between the two groups



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- Have more positive context examples
- Have a step by step handout for addressing negative behavior
- Blank (12)

➤ **SHARE A QUESTION YOU HAVE, OR ADDITIONAL TOPICS YOU'D LIKE TO SEE COVERED IN FUTURE SESSION:**

- Nothing
- It was wonderful
- Bringing up that caregivers need to be brave enough to look @ their own “stuff” and recognize their own triggers
- Workshop on staff motivation. How can we motivate each other
- How to handle children, that no matter what, they can't stop the negative behavior
- How to get through to youth when they put a wall up and won't listen
- Great fillers to keep the day flowing with kids
- Keep up your energy through your activity
- How to appeal & engage with high schoolers
- Dealing with why it's cool to be the rebel
- More about how to see the positive in a behavior, like “stoned, bored, disinterested student”
- How to make a physical incident or a bully more positive
- Share out all topics from World Café table. I didn't make it around to all
- I enjoyed this workshop. I would like to see more info on behaviors out in the playground. The negative, the fighting, and the name calling.
- Meaningful youth activities
- How to let youth take the lead
- Do you do training for kids?
- How do you deal with bullying in a negative way / bullying (2)
- Ways to manage youths' schedules to coordinate time for our programs
- Presentation strategies
- Are there different signs for different age groups
- Personal examples of behaviors and ways to handle additional resources
- Some research data points to share with staff @office
- Mean behavior/ bullying- it would be challenging and useful to understand need/ positive frame – useful solutions
- How to set group rules mid-year with an established group
- Blank (23)



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➤ OTHER COMMENTS:

- Thank you (7)
- :-) (2)
- Amazing
- Nice job / great job (3)
- Adrian and Andy you are an awesome team
- Good training. Awesome trainers. Thanks
- Great session
- Always great to share time with the Fabulous Andy Paul
- Bathroom break would've been nice
- Great Mini training
- Thank you and looking forward to more YDN trainings
- Good stuff today learned a lot
- Excited to see notes typed up and sent out
- Thank you for your hospitality. I like the setting of the room
- Fun – exciting
- I loved it, you guys are a blessing. Thank you
- Great job! Location, food, speakers. What a blessing
- Wonderful as always. I know I got the spark , hope I pass the fire
- I will apply things I learned when I get back to work. Wish you could do this with my staff
- Golden rules & Rules of engagement handouts useful
- Blank (18)