


 **RELATIONSHIPS, RESILIENCE, RESPONSIBILITY**



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 **THE AGENDA FOR TODAY**

- Relationships: at home, at work, in the community, in society
- The heart of our happiness or the mainstay of our misery?
- Chicken and egg dilemma – which comes first - the personal or the interpersonal?
- How the ASPIRE principles might help build the positive – for healthy relationships, resilience in challenging situations and responsible behaviour towards others.
- Talking with and learning from each other

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 **THE EVIDENCE**  
WWW.CREATINGTHEWORLDWEWANTTOLIVEIN.ORG



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 **WHO ARE YOU?**

- Pick up a card that represents something you are willing to share about yourself, your family or your history – the more unusual the better!
- Find someone who is wearing something the same colour as you
- Take it in turns to talk about your card
- Choose someone who is not the person you came with today.
- When you are listening ask at least one question about what your partner is saying

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 **WHAT HAVE YOU JUST DONE?**

- Practised a range of communication skills – talking and listening
- Shared something about yourself with another person
- Showed interest in someone else
- Maybe found you had something in common
- Experienced a sense of warmth perhaps
- Maybe laughed together
- Established a threshold on which you might build

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 **FEEDBACK**



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**RELATIONSHIPS INCORPORATE**

- Beliefs
- Perspectives
- Values
- History
- Personal skills in communication
- Personal emotional regulation skills
- Conflict resolution
- Culture
- A focus on 'we' not 'I'

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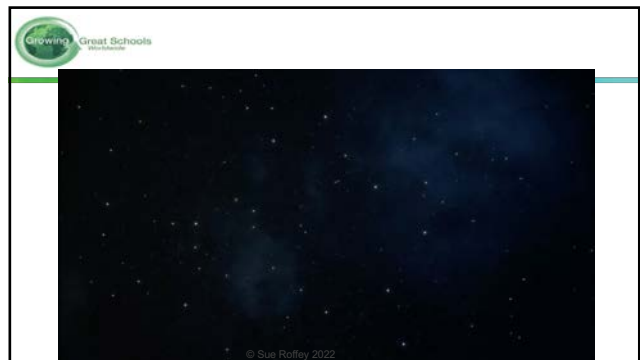
- Feeling valued or taken for granted
- Feeling heard or ignored
- Feeling in control or feeling helpless
- Feeling confident or intimidated
- Feeling comfortable or anxious
- Feeling a sense of belonging and connectedness or feeling marginalised / excluded
- Feeling positive or feeling miserable

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**WHAT DOES POSITIVE PSYCHOLOGY RESEARCH SAY ABOUT WELLBEING?**

- Based in...
- ...primarily positive emotions
- ...a sense of meaning and purpose
- ...self-determination
- ...a sense of achievement
- ...feelings of belonging
- ...the quality of our relationships

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**RELATIONSHIPS AT THE HEART OF HAPPINESS: SEE ROBERT WALDINGER'S TED TALK**

- Think about the best relationship you have ever had
- This could be with a family member, a friend, a colleague, even your dog!
- What made it so good?
- Discuss the qualities of that relationship with a partner

There are those who take the heart out of you and there are those who put it back

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**TIME TO STOP TALKING!**

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## FEEDBACK



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## A POSITIVE RELATIONSHIP IS...

<p>Respectful</p> <ul style="list-style-type: none"> <li>○ Accepting</li> <li>○ Trustworthy</li> <li>○ Loyal</li> <li>○ Warm</li> <li>○ Safe</li> <li>○ Reliable</li> <li>○ Honest</li> <li>○ Kind</li> </ul>	<p>Demonstrated by...</p> <ul style="list-style-type: none"> <li>○ Positive communication</li> <li>○ Equality</li> <li>○ Generosity of spirit</li> <li>○ Interest in the wellbeing of each other</li> <li>○ Having fun together</li> <li>○ Shared values / interests</li> <li>○ Support in good and bad times</li> </ul> <p style="font-size: x-small;">Enabling you to be your best self</p>
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## PERSONAL RELATIONSHIPS

<ul style="list-style-type: none"> <li>○ Dating</li> <li>○ Partners</li> <li>○ Ex-partners</li> <li>○ Parents and growing children</li> <li>○ Parents and teenagers</li> <li>○ Parents and adult children</li> </ul>	<ul style="list-style-type: none"> <li>○ Siblings</li> <li>○ In-laws</li> <li>○ Extended families</li> <li>○ Friendships</li> </ul>
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## RELATIONSHIPS ARE NOT JUST INTIMATE – THEY ARE EVERYWHERE?

- OTHER RELATIONSHIPS
- Teacher-student
- At work – colleagues, bosses, teams
- In the neighbourhood
- Community
- Professional relationships
- People who work for you
- The wider world – how we see people who are ‘not like us’.

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## MANY RELATIONSHIP ARE DYSFUNCTIONAL?


<p><b>Do you KNOW someone who...</b></p> <ul style="list-style-type: none"> <li>○ is being bullied</li> <li>○ has experienced racism</li> <li>○ has been the victim of abuse</li> <li>○ has experienced an adversarial relationship breakdown</li> <li>○ was neglected as a child</li> <li>○ works in a toxic environment</li> <li>○ lives with on-going conflict</li> </ul>	<p><b>Do you KNOW someone who...</b></p> <ul style="list-style-type: none"> <li>○ has a sense of entitlement</li> <li>○ regularly puts others down</li> <li>○ Is controlling</li> <li>○ Is homophobic</li> <li>○ never listens</li> <li>○ Is judgmental</li> <li>○ jokes at the expense of others</li> <li>○ Is self-absorbed</li> </ul>
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## WHAT IS GOING ON?




Savage Chickens by Doug Savage

- Individualism – me first, me more, me best
- Competition rather than cooperation
- Fear of not being ‘good enough’
- Materialism, greed, envy and jealousy
- Self-serving relationships
- Reduced empathy, weaker ethics
- Exclusive belonging – me and my gang
- Increasing inequality
- Low expectations about treating others well - reflected in the media

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**TABLE DISCUSSION**




- Which comes first?
- A positive relationship with yourself
- Positive relationships with others?
- Which sustains which?
- Is one at risk if the other is?

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**WE ARE BORN TO CONNECT**


- We are born to connect – positive attachment is necessary for healthy development
- Early empathy is hard-wired
- Human survival has been based on cooperation
- Many indigenous communities have respected our relationship with the natural world and only when the profit motive took over did it put the health of the planet at risk



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**FEELING CONNECTED**



- The first few months of a child's life are critical to their sense of security, ability to reach out, emotional regulation and future relationships.
- Babies need to have carers respond to their communications – never left to cry for long periods
- Read "Why Love Matters: How Affection Shapes a Baby's Brain" by Sue Gerhardt.

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**BUILDING HEALTHY RELATIONSHIPS AND SOCIAL CAPITAL**

**ASPIRE**

- AGENCY
- SAFETY
- POSITIVITY
- INCLUSION
- RESPECT
- EQUITY


**You aspire to great things? Begin with little ones.**  
- Augustine Saint

QuotePixel.com

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**AGENCY**



- Self-determination is a pillar of wellbeing
- Empowerment is having a voice and being able to make a difference
- Being able to impact on decisions, not having decisions made by others
- It comes with offering choices
- It puts responsibility where it belongs
- It is the opposite of control. When others are in control blame them when things go wrong
- Be in charge of situations – this is not the same as controlling people.

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**PAIRED DISCUSSION**

- How does agency link with freedom?
- How does freedom link with responsibility?

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**GIVING YOUNG PEOPLE AGENCY**

- Respecting their rights to an opinion on things that concern them.
- Asking good questions that encourage critical thinking rather than telling them what to think
- Listening to the answers
- Helping young people learn to articulate thoughts and feelings
- Giving them responsibility for making choices

- Starting with young people constructing the culture of their school with a focus on friendship, inclusion and belonging
- Finding out what young people need from services – eg mental health). What will help and what might do harm?
- Agency enables young people to...
  - Make sense of the world
  - Have a voice

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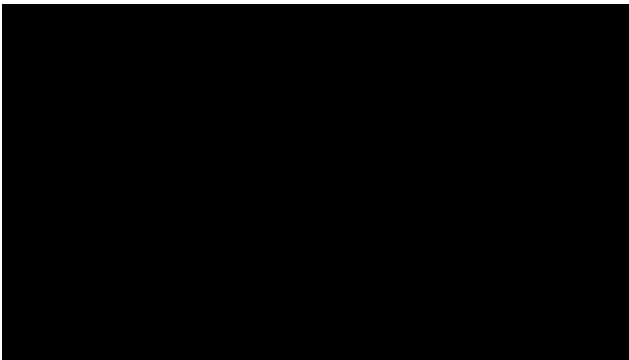
**AGENCY IN ACTION  
THE ABORIGINAL GIRLS CIRCLE**



- Deciding on the ground rules
- Games and creative activities to identify community strengths
- Discussions on what they want their future to look like
- Identifying issues
- Voting for what they want to do
- Taking action
- Community projects

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**TABLE DISCUSSION ONE**

- In what ways can schools and families give children agency?
- Does that conflict with keeping them safe?
- How might this enable them to become more responsible?

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**TABLE DISCUSSION TWO**

- The need for male control is at the heart of misogyny
- What do we need to do to grow good men?
- How will this help them be more resilient in the face of challenges?

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**FEEDBACK**




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**SAFETY**

- Physical
- Psychological
- Emotional
- o Safety includes not being scared or intimidated - knowing you have support from others
- o Being accepted for who you are
- o Being able to trust others
- o Knowing mistakes are OK – you do not have to be 'perfect'.



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**NOT SAFE**



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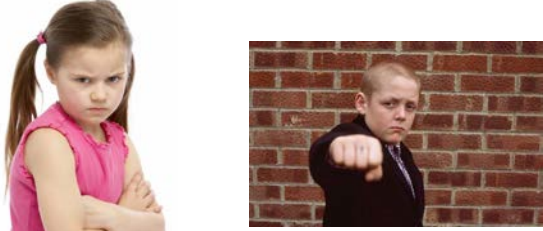
**IN DANGER**



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**RESPONSES**



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**OUTCOMES**



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**WHAT HAPPENS WHEN WE DO NOT FEEL SAFE?**

- o Our memory of emotional danger triggers the amygdala – the stronger the emotion the faster the trigger
- o The threat might be perceived rather than real but the brain doesn't know this so the response is the same
- o Flight, fight or freeze.
- o The amygdala sends messages to the body much faster than the neo-cortex so thinking doesn't come into it.

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**TRAUMA INFORMED RESPONSES**

- Acknowledge and validate the emotion being expressed
- Do not ask why
- Stand back, keep face and fingers away, speak quietly, reassure
- Do not demand the person stops but suggest positive action
- Offer control
- Bring back to the here and now
- Offer comfort

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**SAFETY IN ACTION**

- Strengths in Circles Cards
- How important do you think this is in your setting?
- How would you know it was happening?
  - *What would you see?*
  - *Would you hear?*
  - *What would people be feeling?*
- What is one action you could take to get more of this?

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**QUESTIONS AND COMMENTS**

???

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**10 MINUTE BREAK**



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**POSITIVITY**

- People who feel badly about themselves are on the look out for negativity in others and the world around them
- So it makes sense to promote the positive wherever possible
- Over time, small consistent positive differences can lead to big changes

**Warmth**

- Acknowledgement
- Strengths based conversations
- Solutions not problems – what we want not what we want to get rid of.
- Kindness
- Playfulness
- Thankfulness
- Go with the flow...

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**HOW WE THINK ABOUT OTHERS**

WWW.WELLBEINGSTORIES.COM



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**WHAT WE SAY: WORDS ARE POWERFUL**

- **What** we say to others helps create their self-concept
- **How** we speak to others matters
- What we say **about** others influences how they are perceived
- **What we choose to say when** can change culture, the emotional climate and beliefs
- **Silence** can sometimes be valuable

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**ACTIVELY PROMOTING POSITIVE BEHAVIOURS AND FEELINGS**



**Strong people don't put others down... They lift them up.**  
- Michael P. Watson

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**RESILIENCE AND POSITIVE ADAPTATION**

- Based in:
  - Having someone who believes in you, rates you, thinks you are worthwhile
  - Feeling you belong, you matter
  - High expectations - things to aim for

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**BELIEVING IN SOMEONE**



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**REFLECTION**

- Who believes in you – thinks you are worth bothering with.
- How do they let you know?
- Other than your immediate family, who do you believe in?
- How do you let them know?

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**THE POWER OF OXYTOCIN**

- Oxytocin in the neurotransmitter involved in reproductive processes – sometimes called 'the love hormone'.
- It is generated during orgasm, childbirth and breastfeeding
- It is also generated by hugs (25 seconds is best!), massage, social interaction and laughing together.

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### MRS MUMBLEBY

- o "Excuse me, have you seen Mrs Mumbleby?"
- o "No I haven't but I'll ask my neighbour"

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### INCLUSION AND OUR SHARED HUMANITY

- o Education has a critical role to play in reducing all sorts of racism, sexism and homophobia
- o We have more in common with each other than divides us
- o Our children need to learn the value of diversity from their earliest days all through school
- o And to not pre-judge or stereotype others



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### EXCLUSIVE BELONGING



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### EXCLUSIVE BELONGING

- o **EXCLUSIVE**
- o bonding social capital (Superglue) (Putnam, 2000)
- o Only those like me
- o May be intolerant of difference
- o Excluding those who 'don't fit'
- o Can promote racism, homophobia etc
- o An 'I-it' orientation – the potential to de-humanise others

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### INCLUSIVE BELONGING



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### INCLUSIVE BELONGING

- o **INCLUSIVE**
- o Bridging social capital (WD40)
- o Open to all
- o Accepting of difference
- o Promotes equality
- o An 'I-you' orientation – shared humanity

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**BELONGING AND NOT BELONGING**

- A simple activity

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**RESPECT**

- Respect for individuals and respect for culture
- To have regard for someone’s rights, feelings and wishes
- Not making quick judgments and finding commonality
- Encapsulated in the Golden Rule: treating others as you would wish to be treated. This is in all major religions in the world
- Self-respect comes from personal integrity – behaving with consistent values.
- Listening – not interrupting, talking over but paying attention.

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**ACRONYM POEM IN A SMALL GROUP  
WHAT DOES RESPECT MEAN TO YOU?**

- R
- E
- S
- P
- E
- C
- T

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**FEEDBACK**



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- Power with not power over
- Contextual awareness
- Cultural awareness
- Joint decision making

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**EQUALITY**  
ILLUSTRATION © ELIZABETH STANLEY



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 EQUITY

(ILLUSTRATION © ELIZABETH STANLEY)



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 OPEN DISCUSSION  
FROM ME TO WE

- It is not so much equality that matters to people as fairness.
- It is people with more money than they know what to do with when others are hungry and homeless that really impacts on wellbeing
- It is discrimination against certain groups that undermines equity
- What needs to happen to make our societies fairer?


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 QUESTIONS /COMMENTS

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 TICKET OUT THE DOOR

- What was the most useful thing you learnt this morning?
- What is the best feeling you had?
- What is one thing you will do differently or more of?
- If you would like to be on the Growing Great Schools Worldwide newsletter list (only 3-4 a year all with links to what might be of interest) then write your email.

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 FURTHER INFORMATION

- [www.growinggreatschoolsworldwide.com](http://www.growinggreatschoolsworldwide.com)
- [www.creatingtheworldwewanttolivein.org](http://www.creatingtheworldwewanttolivein.org)
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