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# Taking a Look in the Mirror: Restorative Practices Starts With Us

Mary Jo Hebling

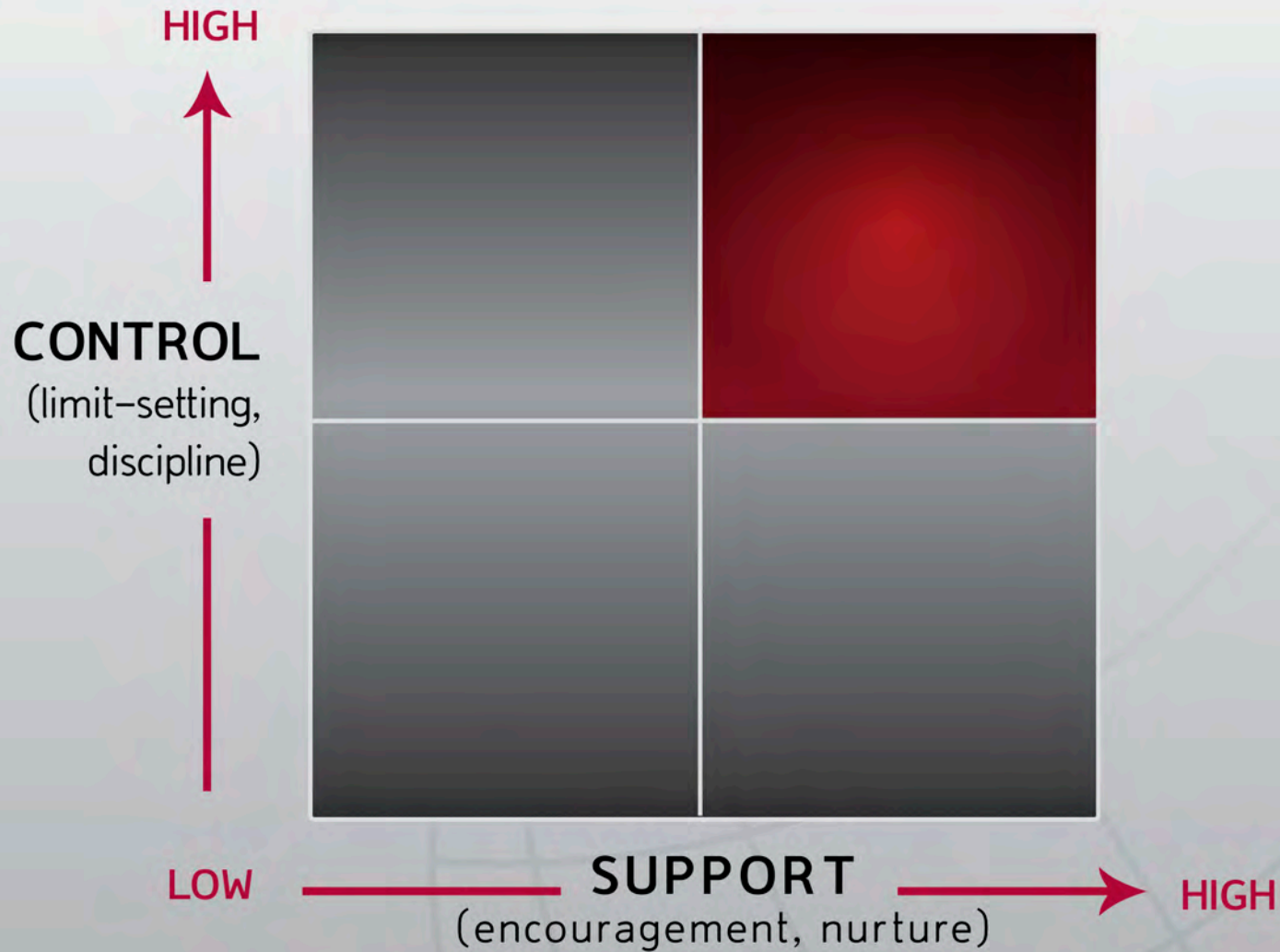
Beth Smull

# REFLECTION

There is only one corner of the universe you can be certain of improving, and that's your own self. - Aldous Huxley

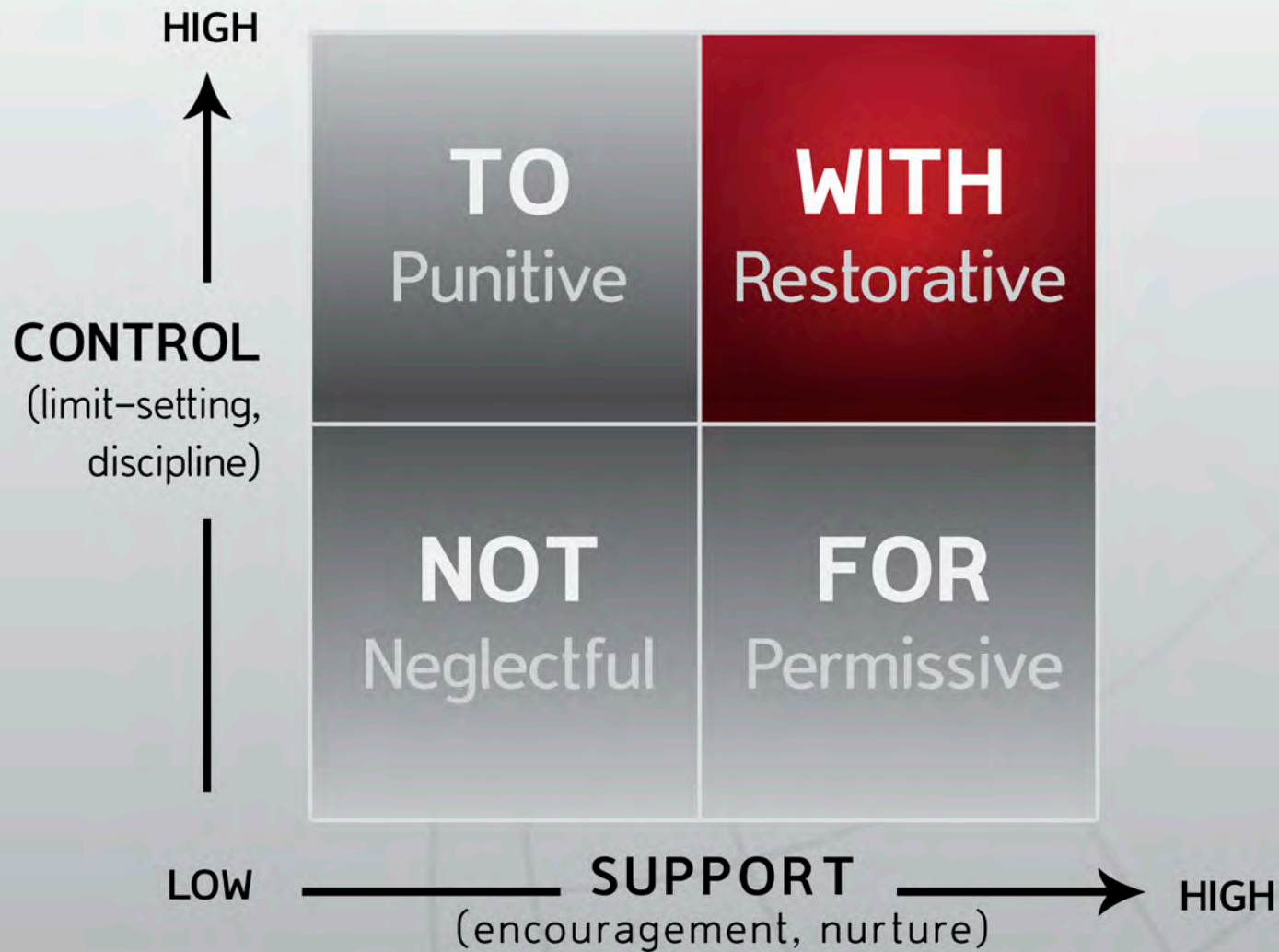
When you are looking in the mirror, you are looking at the problem. But, remember, you are also looking at the solution. - Anonymous

# SOCIAL DISCIPLINE WINDOW



Adapted by Paul McCold and Ted Wachtel from Glaser, 1969

# SOCIAL DISCIPLINE WINDOW



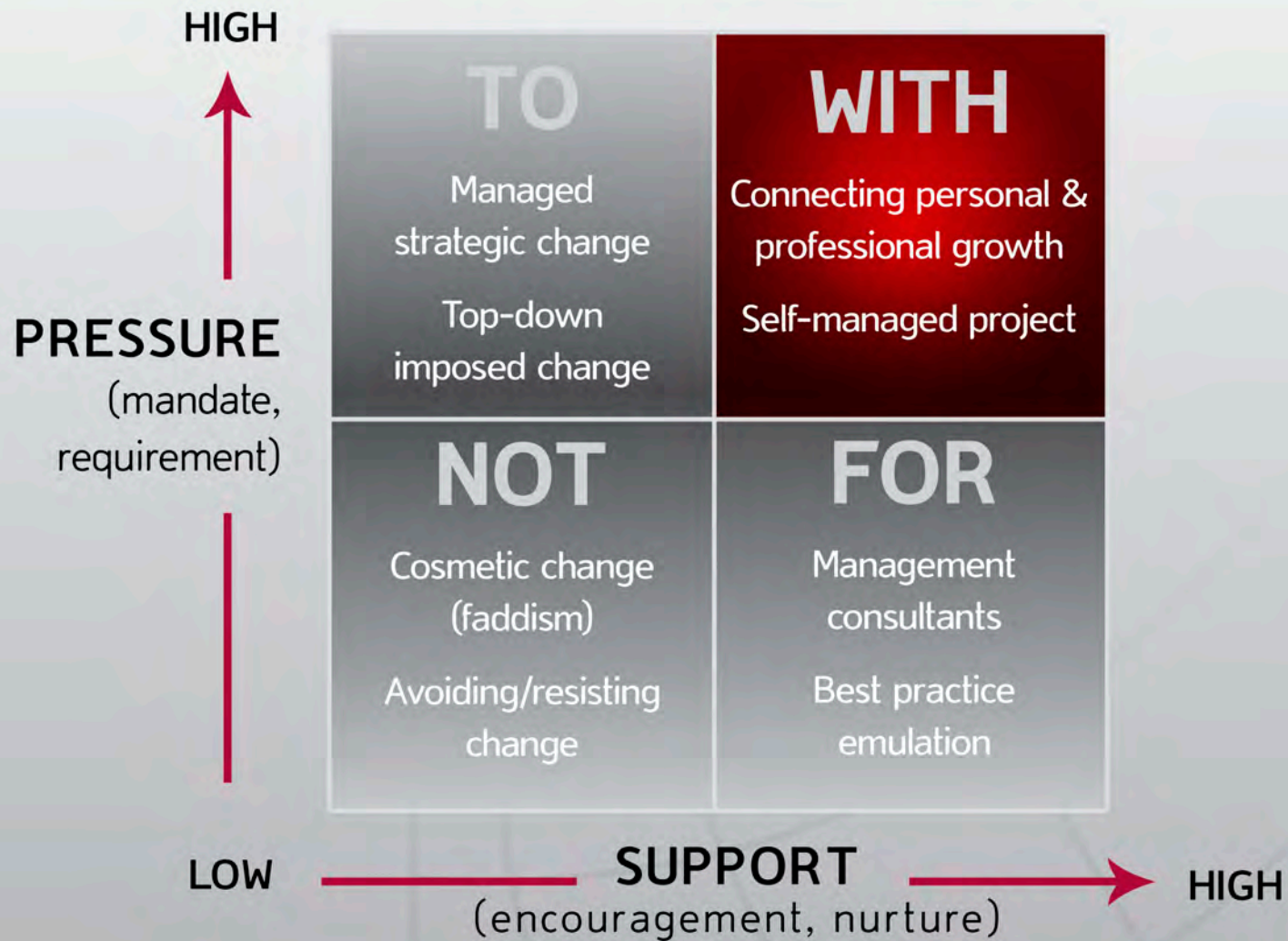
Adapted by Paul McCold and Ted Wachtel from Glaser, 1969

# Activity

## » In Pairs Discuss:

- » Where you naturally fall on the Social Discipline Window?
- » What triggers you into the “For”, “To” and “Not” boxes?
- » What are some strategies you can use to help keep you in the “With” box everyday on purpose?

# ORGANIZATIONAL CHANGE WINDOW



Adapted by Paul McCold and Ted Wachtel from Glaser, 1969

# Emotional Intelligence

Emotional Intelligence refers to “The capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing our emotions well in ourselves and in our relationships.” Goleman 1998



# Emotional Intelligence Competencies

## » Self-Awareness

*Knowing ones' internal states, preferences, resources, and intuitions*

## » Self-Regulation

*Managing one's internal states, impulses and resources*

## » Motivation

*Emotional tendencies that guide or facilitate reaching goals*

## » Empathy

*Awareness of others' feelings, needs and concerns*

## » Social Skills

*(Daniel Goleman, Working with Emotional Intelligence, 1998)*

# Activity

- » In Small Group Discuss:
  - » The 5 competencies of Emotional Intelligence
  - » What competency do you feel most comfortable with and which one would you like to develop further?

# SELF-ASSESSMENT/CRITICAL REFLECTION

- » What does this mean?
- » Why is it important for restorative practitioners?
- » How can we teach these concepts to others?
- » How much time do we actually spend doing this?
- » Why is it difficult?
- » What are ways we can do this?

# BALANCE OF CHARACTERISTICS

Our characteristics simultaneously represent both our strengths and our weaknesses.

The goal is to achieve balance.

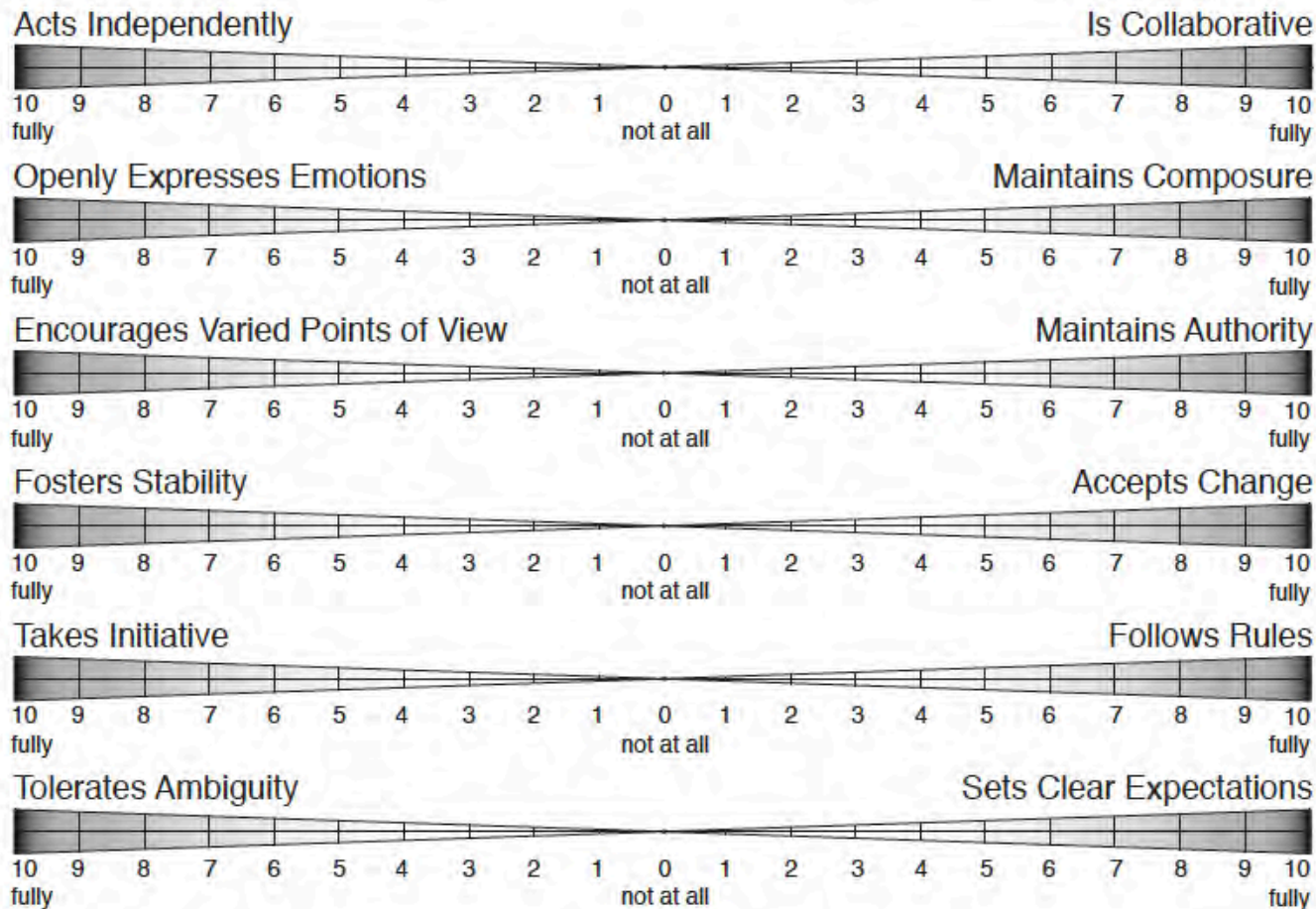
# BALANCE OF CHARACTERISTICS

## Balance of Characteristics Scales

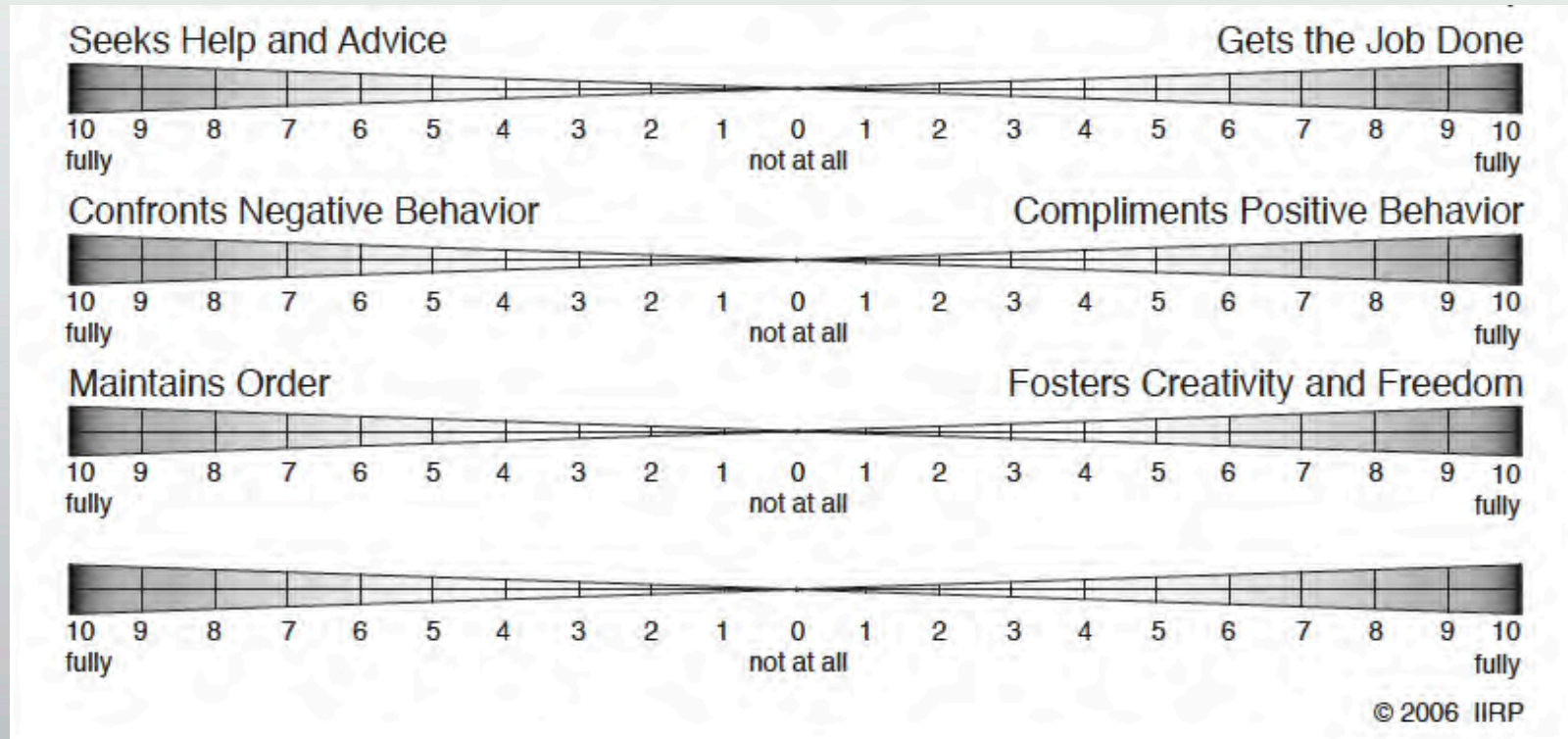
Mark each horizontal line with two X's, one to the left of center and one to the right of center. Each X represents the extent to which the person being rated has the characteristic named at the left or right end of the scale.

Person Being Rated:

Rated By:



# BALANCE OF CHARACTERISTICS



# Final Thoughts

- » What is one commitment you can make today to include reflection into your practice?
- » How will this commitment make you a more restorative practitioner?