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Welcome: How To Shift Client Dependency To Client Accountability

Discussion 1:

Dependency comes about when a person is underconfident, has low self-esteem and low self-worth. A method to help identify a person's state of dependency is by understanding the Five Foundation Blocks. When these blocks are unstable or missing a person will create a dependency with other people to stabilize their blocks.

Five Foundation Blocks of Confidence:



Reasons people have unstable or missing blocks:

1. Lack of skills or knowledge
2. In high survival mode
3. Learned dependency
4. Underconfident and low self-esteem
5. Fear of failing
6. Negative self-talk
7. Abusive relationship
8. Language barriers
9. Physical or mental health challenges
10. Other ideas?

How people might be feeling when their Five Foundation Blocks are missing or unstable:

1. Sad
2. Angry
3. Depressed
4. Scared
5. Frustrated
6. Stressed
7. Anxiety
8. Disengaged
9. Apathetic
10. Other ideas?

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Activity 1 Group Discussion:

1. For each block, identify how your client's blocks might be impacted

Block	Unstable or Missing	Reason Why	Feelings Associated
Acceptance:	_____	_____	_____
Belonging:	_____	_____	_____
Purpose:	_____	_____	_____
Respect:	_____	_____	_____
Security:	_____	_____	_____

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Discussion 2: Relationship Types Used To Stabilize Blocks:
When any of the Foundation Blocks are missing or unstable, your client will create a dependent, codependent or independent relationship to stabilize their Blocks.

Dependent: I am unwilling to do for myself or learn so I can do it myself, I expect others to do it for me

Co-Dependent: I am able or mostly capable of doing it myself, but I want others to do it for me

Independent: do not trust others to help me, want to do it alone even if I lack the skills or knowledge

Activity 2 Group Discussion:
1. For each relationship type, describe how your clients might be relying on you to stabilize with their blocks.

Dependent:

Co-Dependent:

Independent:

Discussion 3: Shifting Dependency to Action and Accountability

Interdependent: This is a relationship type where each person is doing their part, fulfilling their role in the relationship. While your clients still want a dependent, co-dependent or independent relationship, your role needs to help move them into an interdependent relationship, this is where they start to take responsibility for working toward solving their situations.

1. View your role more like a coach and educator
2. Ask more questions like, “What is your top concern?” “What one thing I can help today with?” “What can I teach you?” See next page for more questions to shift dependency to interdependence.
3. Provide resources based on the answers to your questions. Bite size is best. Too many resources will overwhelm.
4. Help the client to identify the priority of services or changes they need to move towards; this can become a check list of what they can accomplished and what still needs to be worked on.
5. At times the priority in their mind is different than yours. What they view as the priority might be the one thing they can work on accomplishing, even if it’s different than what you believe they need right now.

In Summary: View your role more as a support, helping guide them to prioritize, educate them on missing skills, giving encouragement, reminding them of the progress they have made, even the tiny steps. Remember they will want to keep the dependency relationship; your role is to keep moving them towards interdependence.

Activity 3 Group Discussion:
1. With what you learned today, what are some new ways you can continue to shift your clients from a dependency to interdependent relationship so they can take on more responsibility to move towards better life results?

List of your ideas:

1.

2.

3.

Questions to help shift the dependency to interdependence.

Assessing Capabilities and Comfort

- What part of this task do you feel comfortable handling on your own right now?
- What is the first small step you can take by yourself today?
- Which part of this process feels the most confusing or overwhelming to you?
- What resources or tools do you already have that can help you solve this?

Building Problem-Solving Skills

- How do you think you might approach this problem before we look at a solution together?
- If I am not available to help, what is your backup plan?
- What did you learn the last time you handled a similar situation on your own?
- What is the worst that could happen if you try this step by yourself?

Boosting Confidence and Autonomy

- When you look back at what you managed to do by yourself this week, what surprised you?
- What kind of support do you need versus what you are just used to asking for?
- How can I best cheer you on while you do this on your own?
- What does feeling "independent" in this area look like to you?

Activity 4 Group Discussion:

Other Questions:

1.

2.

3.

Thank you for attending this workshop and thank you for all the great work you do to support families in our communities across Wisconsin.

Interested in other training topics? Email Dolores@TheEmpowermentPrinciples.com