

CHOICE THEORY, REALITY THERAPY AND LEAD MANAGEMENT* BASIC INTENSIVE WEEK

By



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A course on human behaviour and how to make life more effective

What is Choice Theory?(CT)

CT attempts to explain the psychological and physiological behaviour of all living creatures. It maintains that all we do from birth to death is behave, that almost all behaviour is chosen. Specifically that, we are driven by our genes to satisfy one or more of our basic needs (love and belonging, fun, freedom, power, and survival).

CT contends that the only person's behaviour we can control is our own. By using this theory, we can help people learn that what we do is not determined by external causes, but instead by what goes on inside of us.

What is Reality Therapy?(RT)

RT is an approach that has been effective in education, parenting, leadership and management or in any situation where people need to learn how to satisfy their basic needs in responsible ways. It is different from most psychotherapies because it focuses on the present and helps people understand that they can choose a better future.

It is based on the Choice Theory concept which states that regardless of what has occurred in the past, to be happy and effective, we must live and plan in the present.

To practice **RT** we create warm, trusting relationships with clients and from these relationships we are usually able to help them evaluate both what they want and the total behaviour that they are presently choosing. They can then be helped to create a plan to either change what they want to something more achievable and to choose behaviours that will better satisfy what they now want.

Lead-Management (LM)

LM is the application of CT to any situation where one's responsibility is to manage others. This would include managing workers, students, our own children, members of social/civic groups, etc. **LM**, which relies on intrinsic motivation, sharply contrasts with traditional *boss management*, which relies on extrinsic motivation through the application of coercive techniques such as incentive plans and various forms of punishment. The concepts of **LM** were first developed by W. Edwards Deming and later explained and refined by Dr. William Glasser. Key concepts of **LM** include creating the Conditions for Quality and learning to use the skills of RT to solve problems.

Learning Objectives

1. The difference between External Control and Internal Control Psychology.
2. The difference between Mental Health and Mental Illness
3. The Basic Needs as identified by William Glasser.
4. The Quality World and how pictures are placed in the Quality World.
5. How we access the Real World through our sensory system
6. How we process information through the Total Knowledge and Valuing Filters.
7. How we use our brain to determine if information from the real world is “good for us,” “bad for us,” or “neutral.”
8. How behavior becomes organized
9. How our Creative System presents us with new total behaviors

10. How to decrease the use of behaviours which harm the relationships he/she wants to maintain/ improve.
11. How to increase the use of behaviours which maintain or improve our relationship with people who are important to us.
12. RT Procedures for establishing an effective helping environment.
13. RT procedures that lead to change.
14. Use RT techniques and the principles to help a client make an effective plan for change.
15. Demonstrate effective RT counselling procedures.
16. Differentiate between “Boss Management and Lead Management.”
17. Identify the conditions of Quality and the characteristics of a Quality School.
18. How to incorporate theory and practical techniques that help students take more responsibility for their academic work and school behaviour.
19. Identify and explain the Three E's and their relationship to Quality.
20. Know the Seven Habits that detract from quality relationships.
21. Know the Seven Habits that create or maintain quality relationships.

How the Workshop works

The Workshop consists of lectures, discussions, small group activities, case studies, role play demonstrations (Instructor and DVD), practice and group discussions. All used to add impact and variety to the Workshop. Each participant will receive:

- 1) Choice Theory (CT) work book
- 2) Reality Therapy (RT) work book
- 3) Brain chart
- 4) RT Therapy counseling chart
- 5) Daily working handouts
- 6) Handbook on Mental Health

Who should attend this Workshop ?

This Workshop is designed for all types of people. We all play different roles in our lives. Sometimes we are workers in teams, we then are a parents when we go home or a part of the family of our parents. In all of these cases and more we need skills to cope with the situation we find ourselves in. You may come from a wide range of functions, specialisms or disciplines and whatever the case you will find a great deal of benefit in attending this workshop.

Duration: The workshop is designed to be covered in 27 hours

No. of Participants per workshop: Upto 16

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****Equivalent to the Counselling Course curriculum for Reality Therapy in USA, recognized as equivalent to a Basic Intensive Week Certification of the William Glasser Institute, 22024 Lassen Street, Suite 118, Chatsworth, CA91311, USA. (<http://www.wglasser.com>)***

**** Dr. Farida D'Silva Dias, is a qualified Clinical Psychologist, Educator and Trainer, and also has a Masters degree in Business Management. She is a certified Sr. Faculty Instructor of the William Glasser Institute(WGI,) USA, since 1999 and teaches Reality Therapy in India under the umbrella of the Centre for Reality Therapy India (CTRI), based in Goa (affiliation of WGI, USA).**

Farida has over twenty years training experience in Human Resource Management and sixteen years experience in psychological counseling, coaching and behavioural training, all of which were achieved during her tenure in UK, USA, Kuwait, Dubai and India (the latter ten years).