

How to turnaround a kid – The Cookie Jar Checklist

1.

Show that you **BELIEVE** in them, however they show up, even if you are the only one who does. Speak and act in ways that show the extent of your belief. Regularly refer to their **POTENTIAL**.

2.

Be real about the **CHALLENGES** of life and the universality of those challenges, but talk honestly, encouragingly and openly about overcoming any challenge. Things will change and other people (just like them) have done it. Optimism and hope help to create a more positive future – help them to **VISUALISE** this future.

3.

Use a **COOKIE JAR**. Remind them of when they have done things well before and how much better it feels when things are going well. 'See the best part' and 'Catch them being good'.

4.

Check your own **EMOTIONS** and **MINDSET** (speak from a mindset of possibility, growth, improvement and positivity). **RESPOND** rather than react. Give them time and space to do the same.

5.

BE PRESENT, speak less, judge less and listen. Ask questions. Offer **SOLUTIONS**, give **CHOICES** and positive ways forward. Break it down into micro steps, the next minute if necessary.

6.

Be interested in the **CONTEXT** of their lives and their experience. Show empathy. Understand their needs.

7.

Avoid the language of power, control and coercion. Use the language of **POTENTIAL**, **RESPONSIBILITY** and **RELATIONSHIPS**. Be generous with final warnings and last chances. Be even more generous with fresh starts and clean slates.

8.

Find their **PASSION, MEANING & PURPOSE**...build connections to school, learning and themselves around these.

9.

If you're not happy with work or behaviour have a quiet word – talk about **CONSEQUENCES** but do it with grace and understanding and protect the dignity of both of you.

10.

Talk honestly about the difficulties of **CHANGE**, how we all have massive in built resistance to change but it can happen, it just needs a change of belief and that vital first small step....

And remember, most kids have heard every threat and plenty have had them carried out – if they worked, you wouldn't be reading this.