



FAMILY!

Blog Entry

Praise vs Encouragement Is Like Nouns vs Verbs

by Alyson Schafer (excerpted from a blog post at AlysonSchafer.com)

One of the most important concepts in Adlerian psychology is encouragement. In fact, it is such a big concept I get deterred from writing about it on my blog because I try to keep my posts to 500 words or less. But recently [blog entry May 2013] one of my mentors, Christine Nissan, used very clear concise language that I thought might help parents grasp the concept of encouragement as distinct from praise (which is not recommended). Christine said "think in terms of verbs versus nouns."

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"Adlerian" Games: Noncompetitive Dear Addy...

This Q + A comes from our listserv

Dear Addy (FES members),
A while back someone recommended noncompetitive games that are fun for the whole family. I'd like to get them for my grandchildren.

—Inquiring Member

From: Amy Lew

Family Pastimes is the one I remember. [The publishers] came to a convention quite a while back. We played the mountain-eering one. My kids still laugh at me about it but we had fun. The games were very basic but may have spruced up a bit. [They also have] quite a few books on

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Chicago Conference Beckons

Some Highlights

We're very excited about the number of parent education topics being offered at the conference this year. The 62nd Annual Conference's theme is *Celebrating the Original Positive Psychology: Working With Schools, Military, Individuals, and Families* – and that puts most of our FES members in the heart of it all.

From a pre-conference workshop by our own Rob Guttenberg (*Adlerian Parent Study Group Leadership Training*) to a post-conference workshop by member John Taylor [*Living with ADD (with or without hyperactivity) Adlerian Style: The Parent's Survival Kit*], the sessions are packed with useful and stimulating information.

Available only to those who are enrolled for the full main 2-day conference is the kickoff: Dr. Jay Colker in a live classic Open Forum Family Education Demonstration our first evening, May 22 at 7pm.

For those enrolled for the whole conference, every session is available, but as a special one-day pricing offer, six sessions were selected to be presented one after the other throughout the day on Saturday, May 24, as "Parent Track" offerings. The intent is to cluster topics of interest to parents (and parent educators) in the metropolitan community and entice them with a low registration fee available for just that one day. As we all know, once you've sampled and tried Adlerian techniques, you're hooked!

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FE Section Co-Chairs Report...



Terry Lowe

Marlene Goldstein

Dear Family Education Section Members,

Spring has finally arrived and, it's hard to believe we're only weeks away from the annual conference. I hope you have made your reservations and are registered to attend. There are so many exciting offerings this year and our Family Education programs are abundant.

Additionally, if you can get to Chicago on Wednesday, May 21, the day before the conference begins, former FES Co-Chair Alyson Schafer is offering a talk on *Power Struggles: Who is In Charge Here Anyway?* at the Highland Park Public Library. The program is offered free of charge and sponsored by NASAP along with several community organizations.

NASAP Conference

We are happy and excited to again offer our "Parent Track" on Saturday, May 24 beginning at 8:00am. You'll find more information about these six specially selected sessions in this newsletter. We hope you'll enjoy these programs, and also that it will draw many parents from the greater Chicago area who can benefit from Adlerian parenting tips and tools.

Section Meeting/Family Ed Networking

Our Annual Section Meeting is scheduled for Friday, May 23 from 4:15-4:45pm. Please plan to attend! It is a wonderful opportunity to network, have your voice heard and meet other Parent Educators. Additionally, we will be electing a new Section Co-Chair.

Terry's second term is ending at the conclusion of this year's annual conference. Thank you so much Terry for your dedication, direction and commitment to our Section. You will be missed! Not only have you taught me so much about the workings of the COR and the responsibilities of being a Co-Chair, your enthusiasm and friendship have made co-chairing a delight.

Terry is vacating the traditional Canadian Co-Chair position, so we are happy to announce that Beverley Cathcart-Ross from Toronto has agreed to step up and take on this important role. Beverley's credentials are very impressive. *Toronto Life Magazine* hailed her as "Top Parenting Guru"; she is the Chair of the Open Family Forum of Toronto and also a Director of ALFREDS, a nonprofit organization dedicated to the support of Adlerian education and research. Beverley has also produced five popular Parenting CDs and has just co-authored a book (with our Secretary / Treasurer Doone Estey and also Dr. Martin Nash), **Raising Great Parents: How to Become the Parent Your Child Needs You to Be!** We are so fortunate to have her as a nominee for the Co-Chair position!

Although Beverley is our sole nominee, please show your support and appreciation for her by mailing in your vote (see ballot on page 3 of the newsletter) or vote in person at the conference.

Immediately following our meeting, we are looking forward to Dr. Betty Lou Bettner presenting *Why Is Family Education So Very, Very Important?* We hope to see you all at our meeting and at Betty Lou's session.

As usual, this issue of *FAMILY!* has a wonderful variety of articles from

Adlerian Wisdom

"Anybody who is really concerned with the welfare of others won't have any time or interest to become concerned with the question of how good he is."

-- Rudolf Dreikurs, M.D.
from speech on *The Courage to Be Imperfect*

our generous and talented members who supply them. We hope to see many of them – and you – in Chicago!

Warm wishes from your
Co-Chairs,
Marlene Goldstein
along with Terry Lowe ■

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Dear Addy...continued from page 1
 cooperative games. I especially like the version of musical chairs which removes a chair but no people. The object is to keep everyone on the available chairs. It gets quite funny. I used to do a workshop for parents on cooperation. I would have volunteers play the traditional version and then ask participants and the parents who watched how they felt. Anxiety and disappointment were high on the list. Then we would play the cooperative version and everyone really enjoyed participating and viewing it.

There is also a game called *Forbidden Island* which is good for families and [uses] cooperative strategy.

From: Patti Cancellier

The games [you're thinking of] might have been by Family Pastimes, a Canadian company that makes cooperative games. My kids' favorites were *Max the Cat* and *Harvest Time*. I think Alyson [Schafer] mentioned the *Princess* game. You can find a US distributor by googling the company.

EDITOR'S NOTE:
 online at <http://www.familypastimes.ca/>

From: Kristen Markovich

The Ungame is a good one. It sparks some good conversation. They have them for kids, adults, and couples.

EDITOR'S NOTE:
 online at <http://www.ungame.com/>

Jane Nelsen added:

[We have a new] children's book on Positive Time Out, called **Jared's Cool-Out Space**.

EDITOR'S NOTE
<http://store.positivediscipline.com/jareds-cool-out-space.html>

—Addy ■

Join our Section and gain access to our list! Get in on the discussion.

For Members Only

You can access all past issues of *FAMILY!* online at AlfredAdler.org. This is issue #35 dating from 2000. We have many wonderful articles to share electronically. Join us!

Introducing Beverley Cathcart-Ross



Candidate Statement

Family Education Section Co-Chair position

It was a determined, three-year-old girl that drove me to my first Adlerian parenting course back in 1986, and I was hooked.

Two wonderful discoveries came out of that first year – a parenting support group facilitated by Martin and

Georgine Nash, and NASAP.

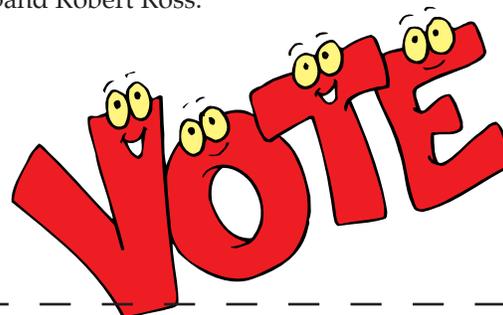
Being an avid learner, attending NASAP was a gold mine. Over the years, I devoured workshops by Lynn Lott, Jane Nelsen, Marion Balla, Frank Walton, James Bitter, Jody McVittie, Mary Hughes and so many more. In 1989, I had completed my Positive Discipline certification with Lynn and Jane and co-founded Parenting Network, in Toronto, with the Nashes.

This is a big year for Parenting Network, and for me. I am celebrating 25 years of making a difference in the lives of moms and dads; and we are launching our first book – **Raising Great Parents: How to Become the Parent Your Child Needs You to Be** – with some unique perspectives that we believe helps evolve Adlerian thinking and that provides many practical gems for parents. I am keen to share our ideas with you, along with co-authors Doone Estey and Martin Nash, at the Chicago conference.

When I heard that Terry Lowe – an active Canadian Adlerian – was retiring after serving two terms with the Family Education Section, I decided to throw my name in the ring. It was time to give back, meet some new folks and have some input into governance. I feel it's also important to keep up the great tradition of having a Canadian voice on the team.

On a personal note, I have 4 grown children and enjoy an active life in Toronto with my husband Robert Ross.

Warmly,
 Beverley Cathcart-Ross



Ballot for Office of Section Co-Chair

3-year term beginning at the Chicago meeting in May. Please send to Co-Chairs by mail or email (see page 2) by May 20. Thank you!

YES! I vote for Beverley Cathcart-Ross.

Member Name: _____

Member Signature _____

Play to Live

Dina Emser

My friend, Terry, has the best job in the world. She's a Play Therapist. She helps kids work out challenges by playing. Her office looks like you would expect a therapist's office to look, but the magic is revealed behind door number two – the Play Room. Imagine a room filled with dolls and dollhouses, action figures, books, art supplies, costumes complete with props, and any puppet you've ever imagined. It's all neatly organized and very inviting. I'm guessing some kids probably feel pretty overwhelmed when they first see it – so many choices; where do I begin?

And she forever is adding new things! I've been with her on business trips to new cities where one of her main goals is to scope out the biggest and best toy emporium and look for any new delights she doesn't already own. She has a ball buying new fascinations for her playroom, knowing all the while that any purchase is a business expense.

Terry has taught me many things. She is a very smart person but she doesn't take herself or life too seriously. She is all about fun. Why I've seen her eat dessert first on more than one occasion, (sometimes dessert is the meal.) Several years ago I spent a week at her house and I became aware of how many rules and routines I had created in my life. Sure rules and routines can be good, but they can also stifle the life and joy right out of things unnecessarily.

At Terry's house there are only big bath towels, and I'm talking the beach towel size. It is so nice and cozy to bury yourself completely in one of those mongo towels after a shower. What fun!

At Terry's house there is no white printer paper – only colors and patterns. That paper makes printing just about anything a lot more fun!

At Terry's house there are no manila file folders – I never knew so many beautiful options were available and this was 12 years ago! Where did she ever find all of these marvelous devices that make filing paperwork something to look forward to?

At Terry's house you always get to decide what to play in the playroom. She firmly believes that toys are good, regardless of your age.

Toys take us outside of ourselves. They allow us to interact with something that distracts us from our everyday responsibilities. Toys enhance our lives. They don't have to be expensive. Remember the fort or the time machine or the puppet theater you built with the box someone else's toy came in?

So what have you been playing lately? Have you allowed yourself to stretch your imagination and buy a new toy? If not, I hereby give you permission to ponder what would truly make you happy and then go out and get it! If you don't know, you only have to look around. Watch children. Any day is play day. ■

Dina Emser, Leadership Coach, has space for new individual and group coaching clients in 2014. Contact her at dina@dinaemser.com for more information. A Positive Discipline Associate, Dina will be presenting in Chicago in the Teacher Track on "Adlerian Leadership in the Classroom."

Praise/Noun...continued from page 1

Encouragement is to praise as a verb is to a noun.

Here are some encouragement versus praise examples to show you the difference:

You have picked a nice outfit today – vs – you are pretty

You are studying hard – vs – you are smart

When we use the language of encouragement we are helping to reinforce the belief that the person is an active agent in their choices and that they have influence and control in the outcomes of their life. One can choose to dress tidy or sloppy, right? But one has no control over if they are born "pretty." Likewise, kids think they were born "smart" (noun) and don't realize that it is the act of studying (verb) and the learning (verb) that lead to their understanding that was responsible for their good mark.

Adler's theory of Individual Psychology stresses that all humans are capable of change and we can always do differently. It is liberating to know you are capable of deciding how you will act. It's empowering to a child that they can do differently. You can study harder and improve your grades. You can be attentive to your hygiene and clothing and improve your appearance.

If a child believes s/he is a brat (noun) because s/he's have been called one, s/he comes to accept that label (noun). It feels fixed and unchangeable, and the child can get locked into that role in the family. If, however, the child understands that he is behaving (verb) in uncooperative ways, he understands he can choose to act differently! ■

Psychotherapist Alyson Schafer is author of three parenting books, a Toronto TV commentator, and lecturer. For more, visit www.AlysonSchafer.com.

LinkedIn SrVP Salutes Adlerian Mom

3 Leadership Lessons I Learned From My Mom

Reprinted by permission from a post on LinkedIn May 7, 2014

Our first and most influential teachers are often our parents. I am no exception here. I am very fortunate to have parents that invested in my sisters and me and taught me key lessons that I've taken with me throughout my life. As we approach Mother's Day in the United States, I thought I'd share three leadership lessons I learned from my Mom that have shaped me and become a core part of my identity as a leader.

1) People Will Rise Or Fall To The Level Of Expectations Put Upon Them.

My Mom is a student of Adlerian* psychology and practiced many of these child-rearing techniques in our home. One of the core principles in this practice is the belief that if you treat a child with the same respect and similarly high expectations as you would any adult, the child will rise to the level of this expectation. If, however, you expect the worst from your child, they will pick up on your lack of trust in their abilities and reward you with the bad behavior you feared.

I believe that this dynamic is true with most human beings, not just most children. In much the same way that my Mom engaged with my siblings and me, I now strive to set expectations clearly with my team for what great behavior looks like and what is expected of them. As a result, much like my Mom did years ago, I have found it unnecessary to set restrictive rules that constrain employees' autonomous decision-making. I have found that by giving trust freely to employees and communicating to them my belief in their ability to perform at the highest level, I am often rewarded with their trust and their excellent performance in return.

continues on page 6

Conference Chicago! May 22-25, 2014

Co-Chair Vacancy

Beverly Cathcart-Ross has generously agreed to run for Co-Chair, holding down the Canadian commitment. Participate in our election process by voting at the Section annual meeting or by mail. Thank you!

Terry Lowe Says Farewell

It has been an honor and a privilege to have been the Co-Chair for Family Ed for the past six years (2 terms) and to have been able to represent you at the COR. During that time period, I have met a number of you at the conferences and have heard from others via the listserv. My life has been enriched through the connections we have made and the sharing of ideas that have flowed. Thank you for this opportunity!

Chicago Conference Beckons....continued from page 1

The sessions in the Parent Track are led by our talented members and include the following:

A past FES Co-Chair, Patti Cancellier, leads off (at 8:00am!) with *Sibling Fighting: Should Parents Always Stay Out of It?*

Next up: *PHPPSS (Parents Helping Parents Problem Solving Steps)* led by Lori Onderwyzer and Dina Emser – another past Co-Chair;

followed by *Instilling True Self Esteem in Your Children* with in-coming Co-Chair Beverley Cathcart-Ross;

then, *An Application of Positive Psychology in Family Life* presented by Michael McDonough;

and *It's More Than Play: Preparing Children to be Problem Solvers and Creative Thinkers* with Terry Lowe, our present Co-Chair;

ending the day with *Bullying: How To Safeguard Your Children* with our Secretary/Treasurer Doone Estey.

And that's not all!

On Friday, Michael Popkin will be introducing the 4th edition of **Active Parenting** in his session, and as Marlene has written, we have Betty Lou Bettner's talk on *Why Is Family Education So Very, Very Important?* presented at the conclusion of our Section meeting on Friday afternoon.

In addition, there are several topics not in the Parent Track officially that certainly are in the Family Educator ballpark.

On Saturday alone we have:

Roy Kern and Jolita Jonyniene discussing *Parenting Program Leader Training and Lifestyle Dynamics*;

Mary Jamin Maguire on *Parenting Assessments—Evaluating Parents' Strengths & Challenges*;

Steve Maybell and Bahereh Sahebi on *Family Therapy: Winning Parents Over, Turning Complainers into Customers*;

and Eva Dreikurs Ferguson and Kelly Gfroerer presenting *Research Support for Individual Psychology's Parenting Model: Democratic Parenting*.

Beyond that, one of the plenary sessions features Dr. Ferguson screening some classic videos of her father, our founder, Rudolf Dreikurs.

Educators also will have much to choose from in Teacher Track alone, on Saturday, in the same time slots as our Parent Track.

Take a look at the full schedule again before you pack your bag for Chicago. You'll be glad you planned ahead. Go to the conference page at AlfredAdler.com/conference-2014 for details! ■

Salute Adlerian Mom...cont. from page 5

2) Act With The Courage Of Your Convictions.

My Mom was never one to sit back and stay silent when she saw something she didn't agree with. So, when our public school district began to cut programs in the early 1980s due to funding problems, she spent more than a year mobilizing other parents, teachers, and local politicians to pass a measure that would increase funding for our schools by raising taxes locally. I watched as an elementary school student as my Mom hosted evening meetings, walked the neighborhood rallying votes door-to-door, and ultimately passed the measure successfully. She never faltered in her conviction and as a result, hundreds of kids – including me – were exposed to a more compelling public school education than we otherwise would have been. From her example, I learned to stand up for what I believe in and to mobilize others towards a vision that I hold with deep conviction.

3) Offer Coaching Instead of Problem-solving.

As a leader, I'm constantly looking for ways that I can move up the value chain from problem-solving to coaching. Coaching provides a learning opportunity that will build skills and enable an employee to solve his/her own problems in the future, while problem-solving simply takes care of the immediate issue. This is a fundamental practice in leadership that is not unique to me. What may be more unique is that I didn't learn this in a book, or in school, but rather, I learned this from watching my Mom handle the normal conflicts that arose in our house (often between my sisters and me).

In much the same way as professionals can disagree about resource allocation, my sisters and I argued about our own scarce resources – like who would pick out the bedtime story, which TV show we'd watch, or who would get the window seat in the car. Sound familiar? When we brought these

issues to my Mom, she would say, "I'm not going to solve that problem for you because I bet you three can work that out yourselves." Then, if we hit an impasse, she'd offer some general frameworks for solving problems like these vs. solving this particular problem for us. With these frameworks, we'd go off and reach a resolution that worked for the three of us and were less likely to need to return to her for future resolution. Now, as an adult and as a leader of a large team, I can see that she was empowering us to learn to solve our own problems and giving us the coaching and tools to get there. That's exactly what I aspire to do with my teams and I'm hopeful that I will do it as well as she did.

Mom – Thanks for providing such a great set of leadership examples on which I could model my behavior. You've had a direct impact on the lives of thousands of our employees around the world, and through them, on millions of our members.

Happy Mother's Day! ■

AUTHOR CITED FOOTNOTE

* <http://en.wikipedia.org/wiki/Alfred_Adler>

The mission of the **North American Society of Adlerian Psychology** is to promote growth and understanding of Adlerian (Individual) Psychology, the work of Alfred Adler, and effective approaches to living based on his philosophy. NASAP membership includes educators, psychologists, psychiatrists, counselors, parents, business people, community organizations and other interested people. The **Family Education Section** applies Adlerian principles to the home. Members are professionals and nonprofessionals dedicated to understanding and improving family relationships between children and adults, with couples, and among individuals.

62nd Annual Conference



North American Society of Adlerian Psychology

Chicago, Illinois

May 22-25, 2014

Intercontinental Hotel

on the Magnificent Mile

Celebrating the

Original

Positive Psychology:

working with

Schools, Military,

Individuals, and Families

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