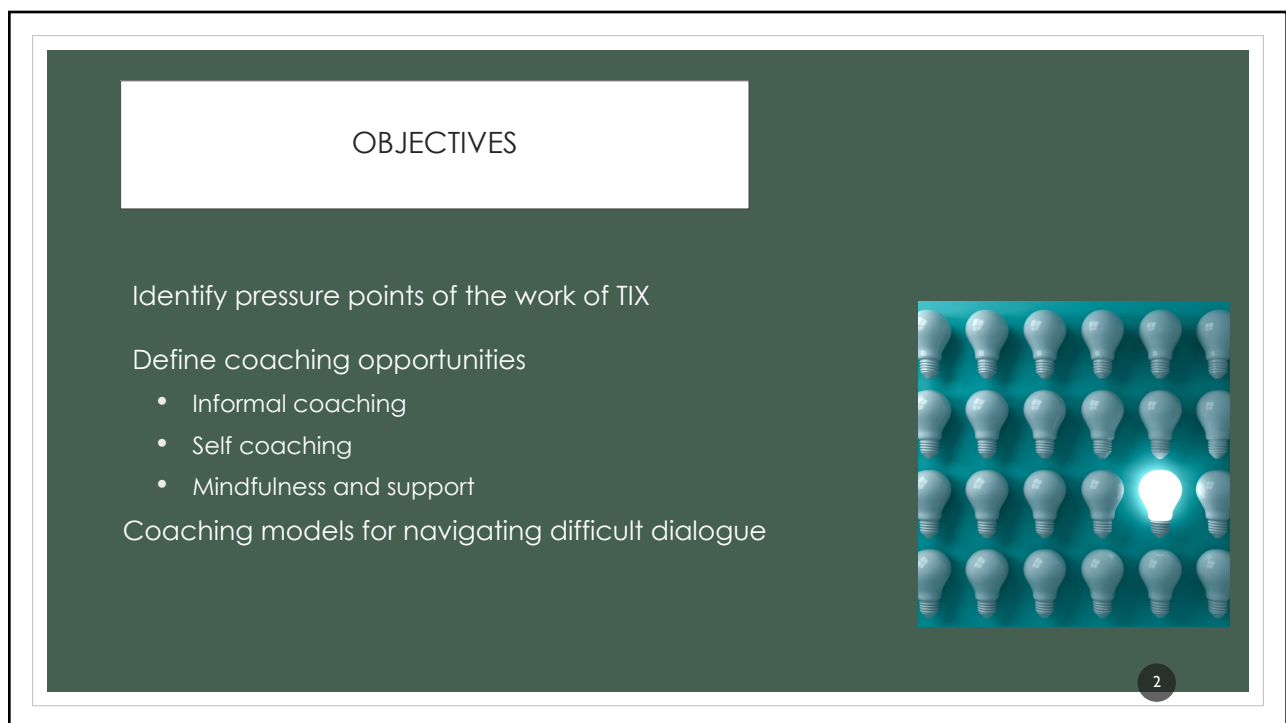


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PRESSURE POINTS IN PROCESS

- Initial reach-out after receiving complaint
- Insufficient information in report to move forward
- Sufficient information and beginning of investigation
- Party wants interim/supportive measure that is unavailable or unreasonable, given the circumstances
- Party has been unresponsive and investigation is unable to continue without their participation
- Witnesses fail to participate in investigation or fail to provide the evidence the person hoped
- Delay in investigation or in issuance of reports/outcome
- Delay involving person whose circumstances you may not share with other party

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Slide 3

3

PRESSURE POINTS IN PROCESS

- Retaliation (information, warning, notice of investigation, findings)
- Finding of investigation (determination/outcome, consequences)
- Response/justification for decision in appeal
- Interim measure that negatively impacts person in some way
- Inability to share investigation information with reporting party, if different than complainant, or relevant unit, organization, or department, except on a need-to-know permissible basis
- Media scrutiny or requests
- Pressure from higher-ups or influential community members to know about your investigations or outcomes

NOTE: The difficulty in the situations outlined above will vary by your role and the role of others as you interact with your campus community members throughout the stages in your sexual misconduct processes. Converse with care.

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EDUCATION

Cal Poly hired official tied to sex abuse scandal — and now students, faculty are protesting

BY MATT FOUNTAIN

JULY 06, 2020 03:12 PM , UPDATED JULY 06, 2020 04:49 PM

ADVICE

THE TRIBUNE

#News

The Honorable but Thankless Work of Leading Sexual-Assault Investigations

More Title IX Lawsuits by Accusers and Accused

Increased legal challenges place mounting pressure on universities' Title IX proceedings.

By Greta Anderson // October 3, 2019




5

LIFE is 10%
WHAT
HAPPENS
to US
and 90%
HOW WE
REACT to IT.

Learning to pause and
respond rather than
react is crucial in
effective
communication.

YOU CAN'T CONTROL
SOMEONE ELSE'S
BEHAVIOR. YOU CAN
ONLY CONTROL YOUR
OWN REACTION.

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WHAT IS COACHING?

- Therapy vs. Coaching
- Self coaching
- GROW model
- Positive Psychology
- Informal coaching and effective communication
- Professional engagement
- Mentorship and networking
- Mindfulness and support

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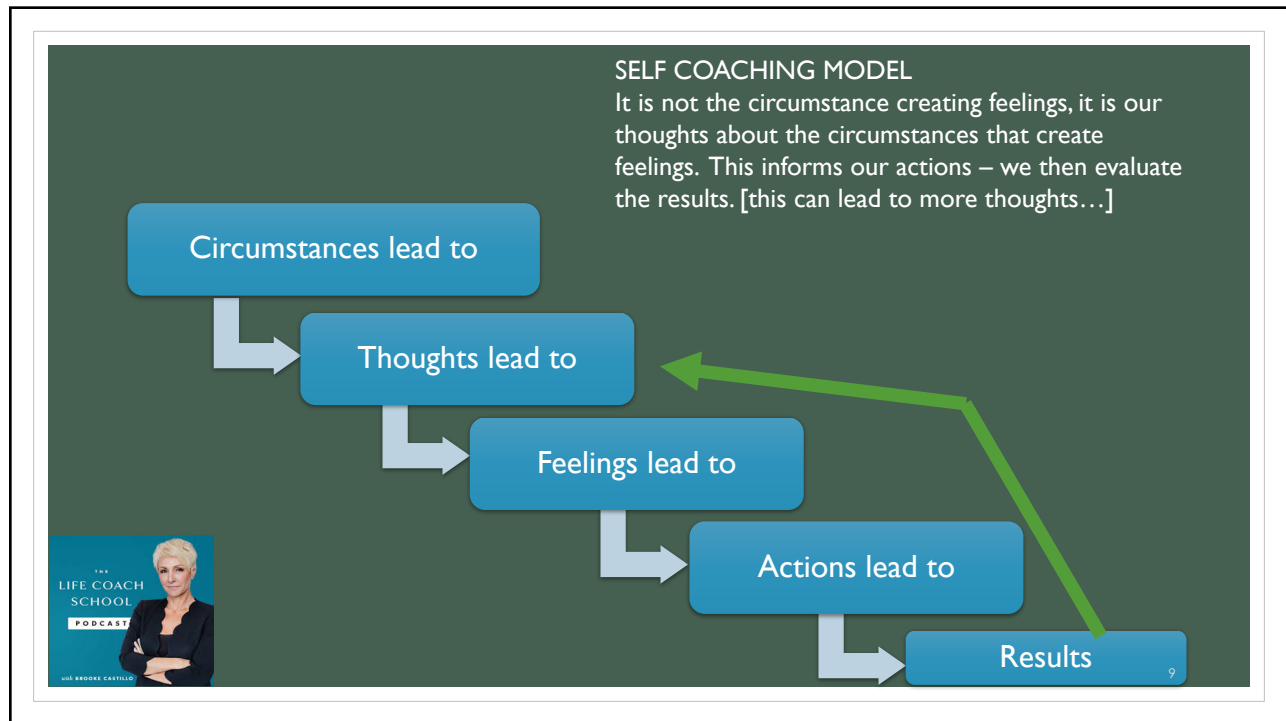
Coaching vs. therapy

Therapy tends to reflect on past experiences **and** how they influence the present.

Coaching is more focused on the 'here **and** now' **and** supporting events **and** behaviors occurring in the present to generate **positive** change for the future (Robbins, 2019).

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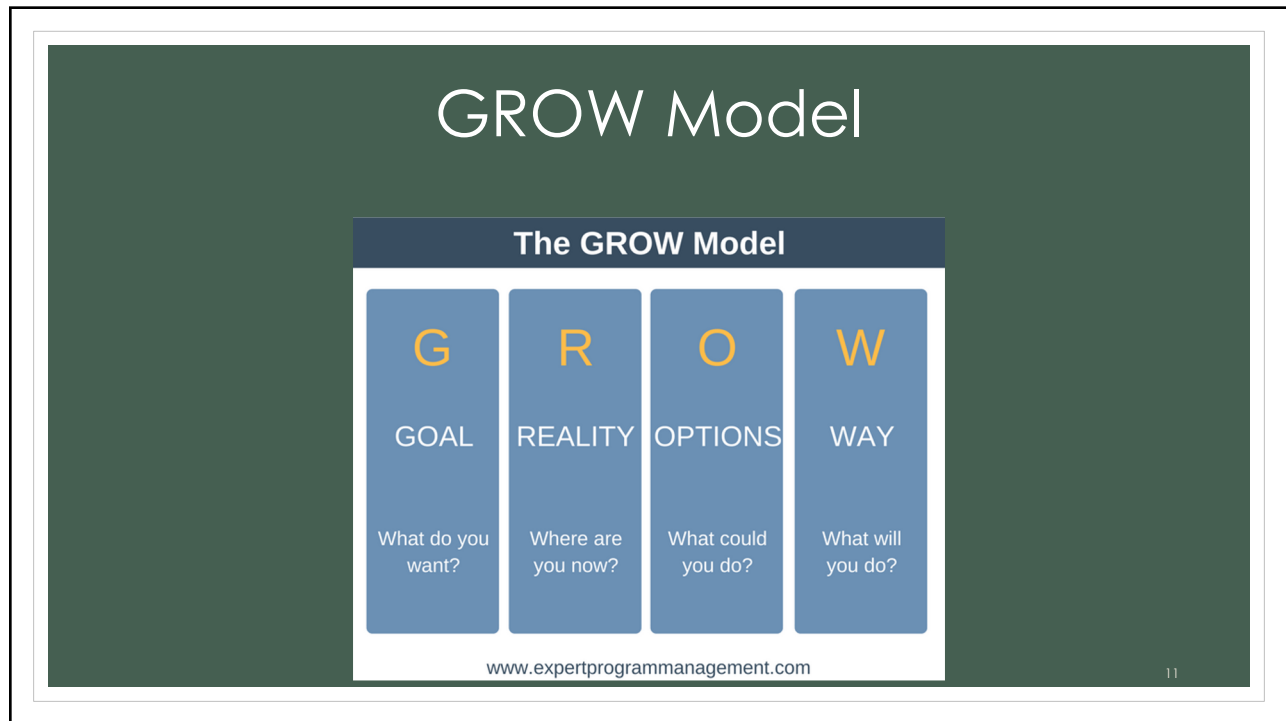
POSITIVE PSYCHOLOGY

Focus on Strengths

Positive psychology can be described as a field dedicated to the study, development, and application of positive interventions that are aimed at increasing well-being through factors under voluntary control (Pawelski, 2003).

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SELF-COMPASSION

- Compassion involves the recognition and clear seeing of suffering.
- It also involves feelings of kindness for people who are suffering, so that the desire to help—to *ameliorate suffering*—emerges.
- Finally, compassion involves recognizing our shared human condition, flawed and fragile as it is.

K. Neff, *Self-Compassion* (2011)

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SELF-COMPASSION

- Recognize your own suffering
- If your pain comes from self-judgment (making some inappropriate remark) it can be hard to see the moment as one of suffering (I messed up! I should be punished.)
- Even when we're at fault, we deserve compassion
- Self-compassion is not self-pity or self-indulgence; it is a powerful way to achieve emotional well-being and contentment in your life

K. Neff, *Self-Compassion* (2011)

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SELF-COMPASSION

- How do you typically react to yourself?
- What type of language do you use when you notice some flaw or make a mistake? Do you insult yourself?
- Does being hard on yourself make you more motivated or depressed?
- Do you feel cut off from others when things go wrong, like everyone else is having a better experience than you are?
- How do you react to your own hardships compared to how you react to the hardships of those you care about?

K. Neff, *Self-Compassion* (2011)

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VULNERABILITY

- Vulnerability is the core of all emotions and feelings. To feel is to be vulnerable.
- To believe vulnerability is weakness is to believe that feeling is weakness.
- To foreclose on our emotional life out of a fear that the costs will be too high is to walk away from the very thing that gives purpose and meaning to living.
- If vulnerability is uncertainty, risk, and emotional exposure, practicing it takes courage!
- Vulnerability is where courage and fear meet.

B. Brown, *Daring Greatly* (2012)

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VULNERABILITY

Fear of what?

Scarcity, aka Inadequacy: never enough (good enough, thin enough, smart enough, successful enough, etc.)

- Shame: ridicule and belittling are used to manage people
- Comparison: narrow standards of what's "right" create ideals nobody can meet
- Disengagement: don't take risks; stay quiet

B. Brown, *Daring Greatly* (2012)

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VULNERABILITY

- What are the messages and expectations that define our culture and how does culture influence our behaviors?
- How are our struggles and behaviors related to protecting ourselves?
- How are our behaviors, thoughts and emotions related to vulnerability and the need for a strong sense of worthiness?

B. Brown, *Daring Greatly* (2012)

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MINDFULNESS

Mindfulness is examining who we are, questioning our view of the world and our place in it, cultivating some appreciation for the fullness of each moment we are alive. Most of all, it is paying attention and being fully and nonjudgmentally present.

J. Kabat-Zinn, *Wherever You Go There You Are* (1994)

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MINDFULNESS and the PAUSE

Mindfulness means watching ourselves when something happens that might normally upset us or trigger some kind of emotional reaction. Pay close attention to how our minds react.

Zenhabits.net

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MINDFULNESS and the PAUSE

Then pause. We don't have to act immediately, just because we have an internal reaction. We can pause, not act, just breathe. We can watch this urge to act irrationally arise, then let it go away. Sometimes that takes a few seconds, other times it means we should remove ourselves politely from the situation and let ourselves cool down before we respond.

Zenhabits.net

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MINDFULNESS and the PAUSE

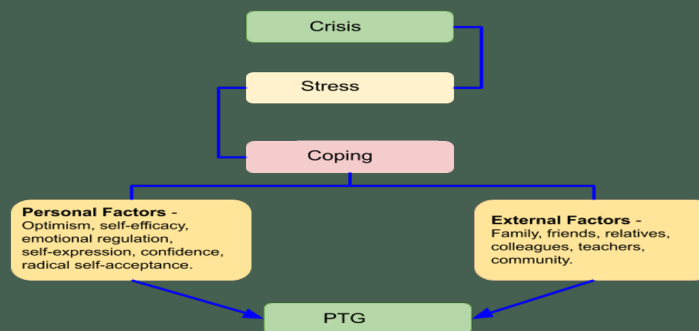
- Pause.
 - Watch the reaction go away.
 - Now consider what the most intelligent, compassionate response might be. What can we do that will help our relationship, teach, build a better team or partnership, make the situation better, calm everyone down, including ourselves?
- Be mindful, pause, then consider a thoughtful, compassionate response.

Zenhabits.net

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Post Traumatic Growth



The Model Of Life Crisis

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Networking & Mentoring

Networking means being vulnerable; Mentoring requires compassion

- Stay connected virtually; act with intention and be a value-add
- Use this time to connect with interesting people or groups
- Focus on building a mentoring network
- Develop multiple mentors for different aspects of life: work, parenting, exercise, etc.
- Remember mentoring is a two-way street: What can you learn from mentees?

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Professional Engagement

- Finding a professional 'home'
- Identify boundaries and barriers to well being
- This is hard work and we can do hard things (and take care of ourselves)
- Collect resources, practice, and resume practice

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COACHING FOR DIFFICULT DIALOGUE

- Simply stated: dialogue is communication written or spoken, a conversational exchange between two or more people.
- Communication involves imparting or exchanging information.
- Effective communication is more than exchanging information, it includes awareness of and attending to the **emotions** and **intentions** informing or impeding the information being exchanged.

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MODELS FOR EFFECTIVE COMMUNICATION

- Communication: Marshall Rosenberg's practice to help us think, speak and hear others with a focus on needs. This in turn, empowers us to relate to ourselves and one another with compassion.

When we feel reactive it is helpful to pause and consider what might be our unmet needs or values. Helpful questions:

"What might be my unmet needs in this moment?"

"What do I value that is not being honored right now?"

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ROSENBERG'S MODEL

Both sides of the NVC model: empathetically listening and honestly expressing

**empathetically
listening**
observations
feelings
needs
requests



honestly expressing
observations
feelings
needs
requests

Use the four steps of the model: observations, feelings, needs, requests

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TIPS FOR COACHING STRATEGIES

- Keep stress in check – yours and others'
- Be aware of your own triggers
- Anticipate and prepare for pressure points
- Use (and teach) the self coaching and GROW models and Positive Psychology exercises
- Recognize the benefits of Self Compassion, Vulnerability and Mindfulness
- Facilitate difficult dialogue with empathy and understanding
- Accept imperfections in self and others
- Reach out to mentors, support services and ATIXA members

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Resources for Coaching and Care

- NVC <https://www.nvcnvc.org/what-is-nonviolent-communication>
- Marshall Rosenberg's Nonviolent Communication
 - Blog: <https://baynvc.org/blog/>
 - Related podcast <https://psychologypodcast.libsyn.com/155-a-mindful-approach-to-nonviolent-communication>
- Self Coaching Model – Brooke Castillo self coaching model
<https://thelifecoachschool.com/self-coaching-model/>
 - Related Podcast <https://thelifecoachschool.com/podcasts/>
 - Tip sheet <https://thedailyartofleading.com/tag/goal-setting/>
- Mindfulness – link
 - Blog: <https://www.mindful.org/>
 - 21 Day meditation: www.chopracentermeditation.com/

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One on One Coaching

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<https://careerleadershipalignment.com/>

<https://www.denasamuels.com/>



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