

1hr

From Striving To Thriving:

An introduction to Functional Fluency
& how it can support the

wellbeing of educators
Steve Russell – Beyond Behaviour

In partnership with
Festival Bridge

info@beyondbehaviour.co.uk

How ready for today's session do you feel?



TOTALLY UP FOR
TODAY'S SESSION

1

10

NO SHOW

Where are you now?

Preferred future

*One thing that will tell you you've
reached your preferred future*

The Functional Fluency Model

Control

Care

Being In Charge

*Being Tuned
In*

**Taking Reality Into
Account**

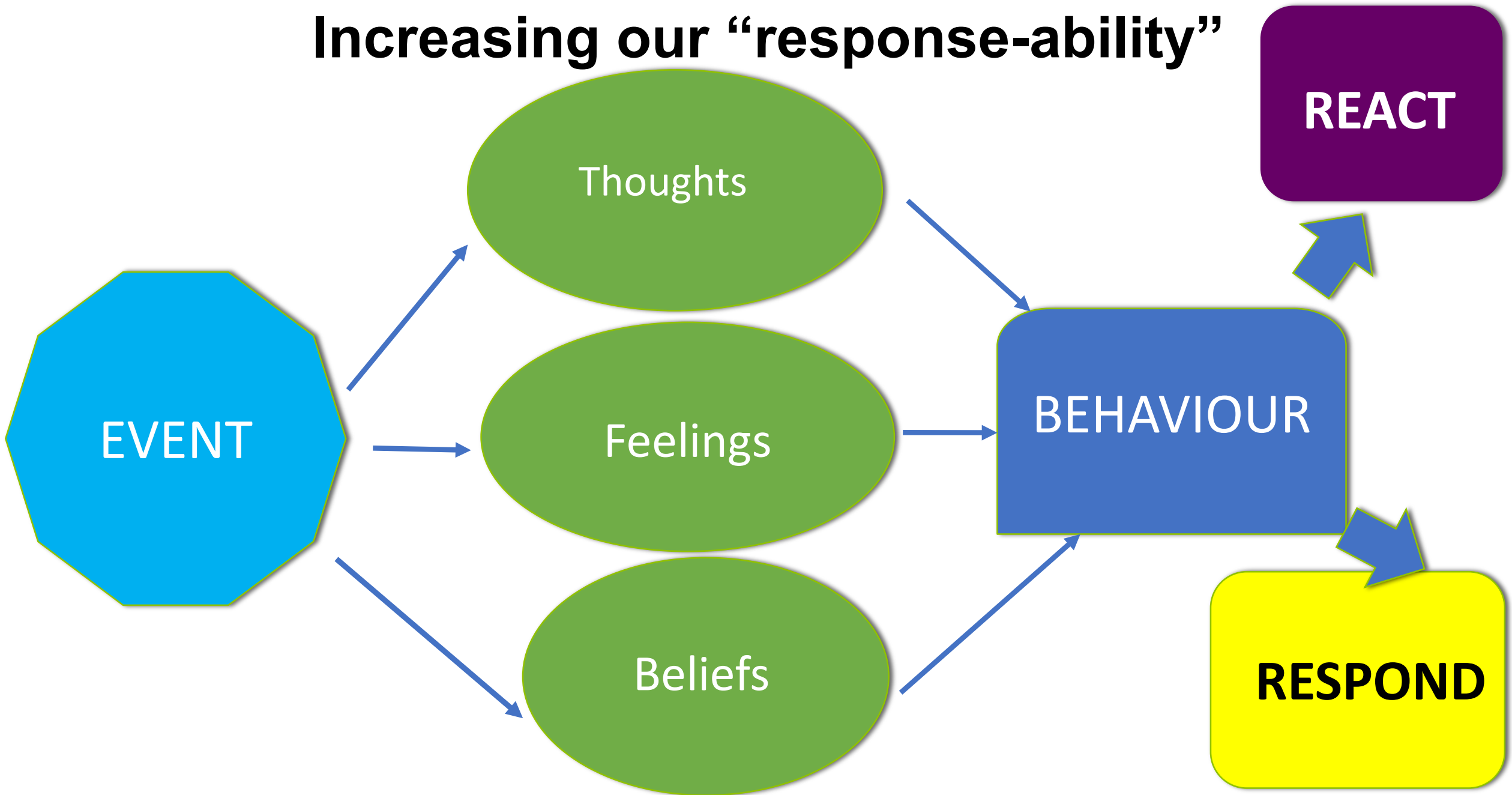
Intentional

*Relating
To Others*

**Being & Becoming
Myself**

*Doing My
Own Thing*

Increasing our “response-ability”





Between stimulus and response
there is a space.

In that space is our power
to choose our response.

In our response lies our
growth and our freedom.

- Viktor Frankl

psychiatrist and
holocaust survivor

Being In Charge

STRUCTURE

NURTURE

***GUIDING
& DIRECTING***

***LOOKING AFTER
PEOPLE***

CONTROL

CARE

GUIDING & DIRECTING

How do I 'get' pupils/others to do what they should/need to do?

Dominating

Structuring

MODES

**Dominating
Mode**

Stress

Pressure

Anxiety

**Authoritarian
(vs Authoritative)**

Fault-finding

Blaming

“Always” “Never”

Rules Rule

Punitive

Control

Compliance



Structuring Mode

Authoritative

Well organised

Clear expectations
Firm and Fair

Inspiring
Empowering

"Enough is Enough"

"You can do it"

Co-operation

IN THE CLASSROOM:

Well organised
Clear expectations
Plan for those pupils who struggle
to meet expectations
(firm & fair)
Toolkit of strategies: least intrusive

DOMINATING

ENERGY

STRUCTURING

SELF-CARE:

Be aware of & guard against:

- Critical self thought
- Blaming of self
- Depriving self as punishment
- Perfectionism/
unrealistic expectations
'Good enough'

LOOKING AFTER PEOPLE

Pitching care:
developmental
stage and needs



**Marsh
Mallowing**

Nurturing

MODES

Marshmallowing Mode

Dependency

*“You need
me”*

*Inconsistent
Over-tolerant*

*Smothering
Over-indulgent*

Nurturing Mode

*“I’m here for you - &
will care in ways that
are appropriate to
support your
development”*

Empathy

Understanding

Availability

Compassion

IN THE CLASSROOM:

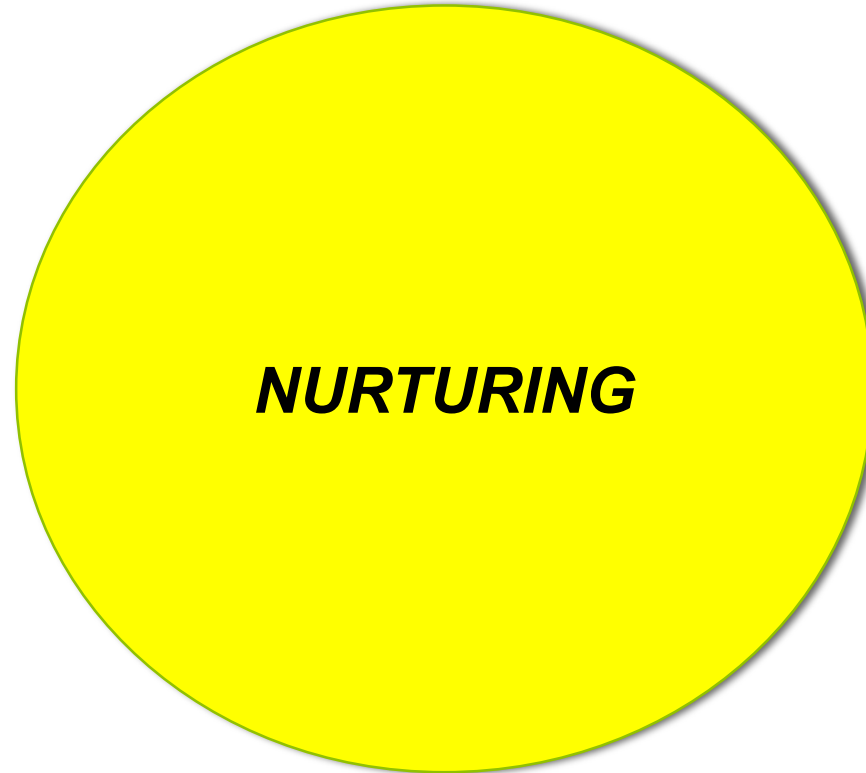
Keep an eye on:

- availability

Ask for support



ENERGY



SELF-CARE:

Be aware of & guard against:

- Saviour syndrome
- Rescuer role
- Over-indulgence
- Over-tolerance

Health & wellbeing

BLENDING

ENERGY

Structuring

Nurturing

Accounting

*How am I
feeling?*

*What's the best
approach with this
specific pupil?*

*Is the behaviour impacting
on:
safety?
learning?*



RELATING TO OTHERS

Knowing what you
need and want

Not putting own
needs and wants to
bottom of the pile



**Compliant-
Resistant**



Co-operative

**Co-operative
Mode**



***Friendly
Assertive
Considerate
Adaptable***

Compliant-Resistant Mode

Anxious

Placating

Rebellious

RELATING TO OTHERS

Pleasing others
Finding ways to be
assertive that fit you
- & being gentle on
yourself - Being AND
Becoming Myself



**Compliant-
Resistant**



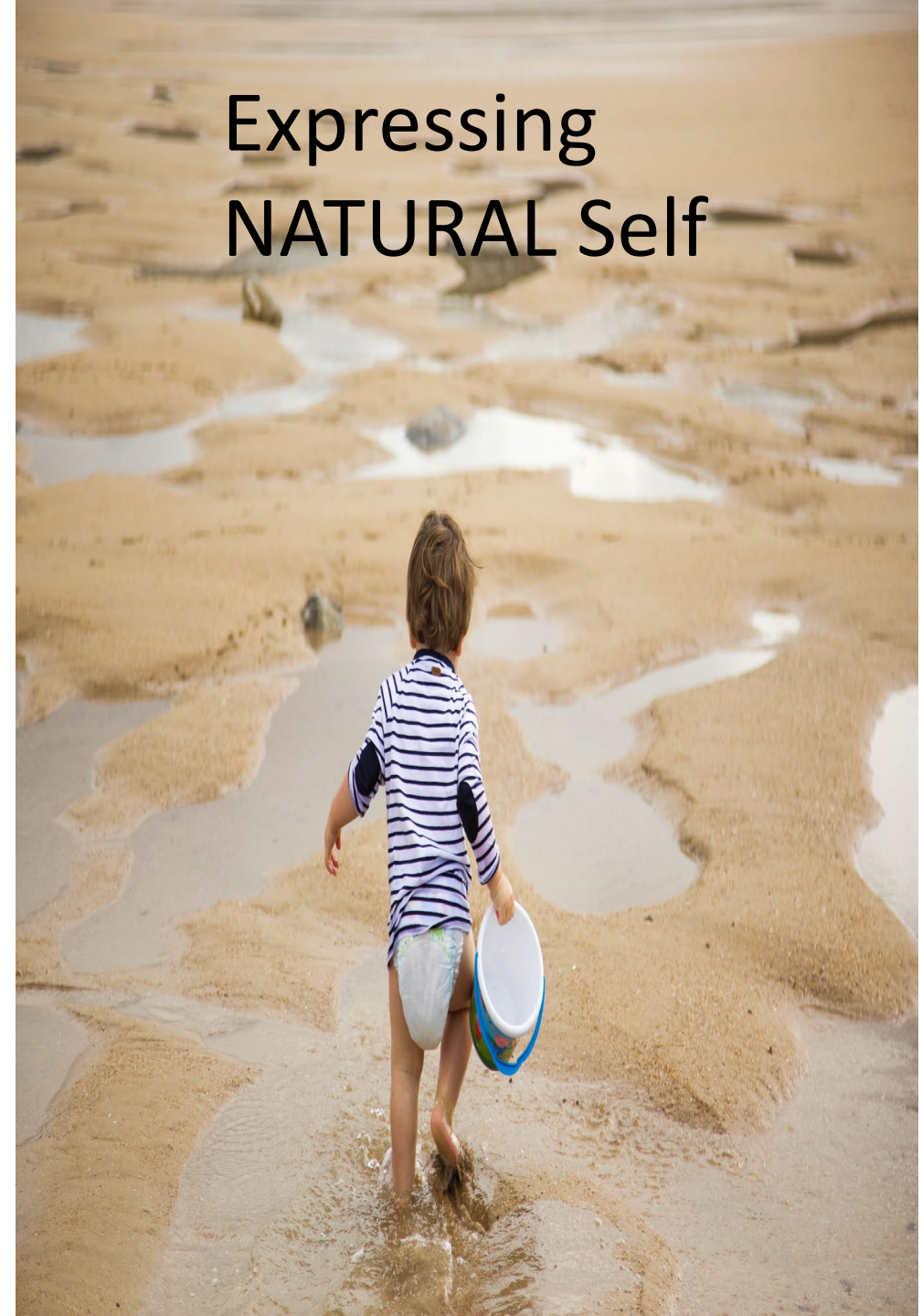
Co-operative

**DOING MY
OWN THING**

Immature

Spontaneous

Expressing
NATURAL Self



**Spontaneous
Mode**

Creative

Zestful

Playful

Imaginative

DOING MY OWN THING

Immature

Spontaneous

What channels do you have
For expressing your
NATURAL Self?
What can get in the way?

ACCOUNTING MODE

Being tuned in:
Others,
Environment
& Self



The Space between
Stimulus
And Response

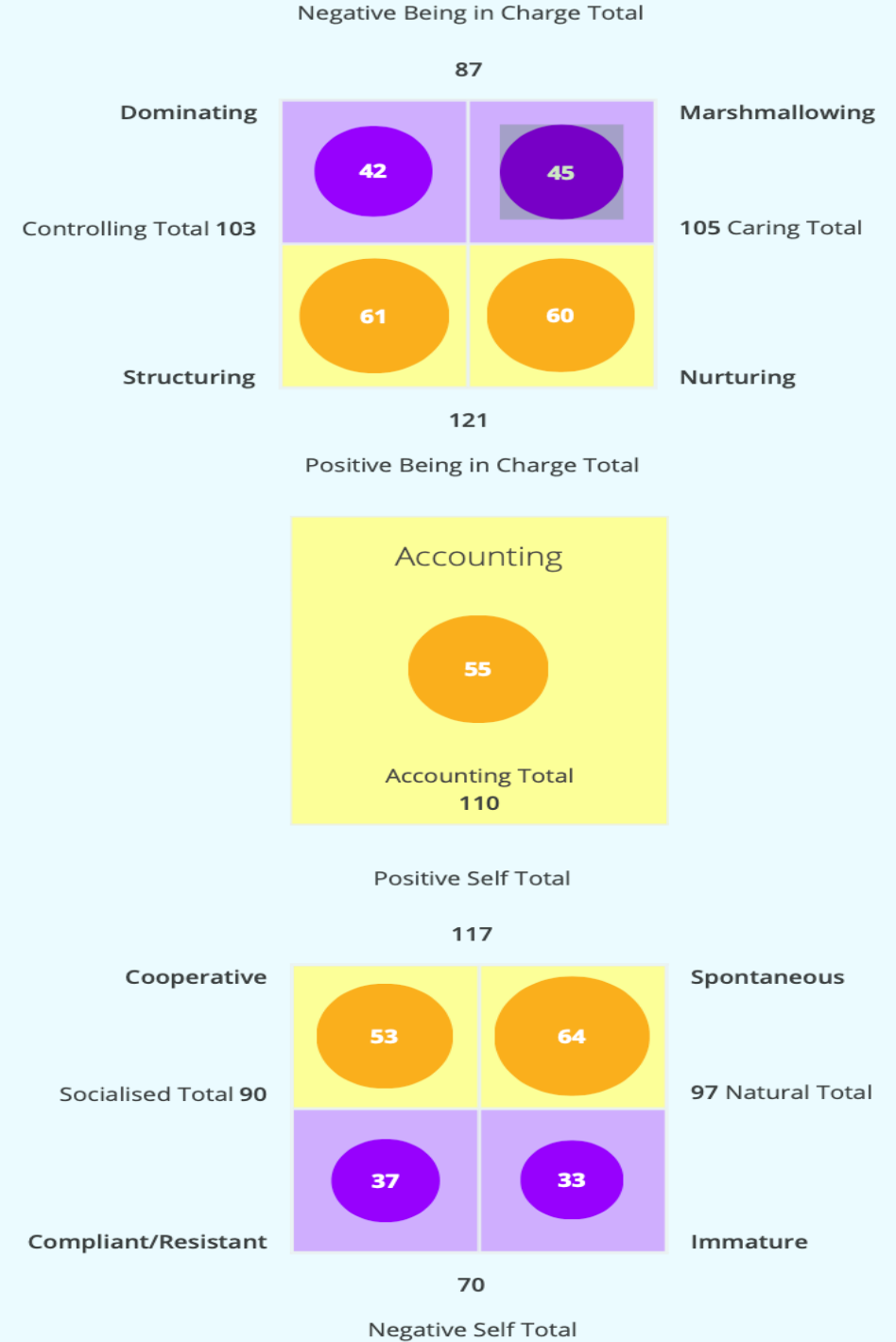


Temple Index of Functional Fluency
Building Effective Relationships

TIFF[©] Results for

Client: Example TIFF

Suggested Snapshot:
Balance
Ratios:
 effective: ineffective



121

Positive Being in Charge Total

Accounting

55

Accounting Total

110

Positive Self Total

117

What about your balance?

Control

BEING IN CHARGE

Care

REALITY ASSESSMENT

BEING & BECOMING

*Relating to
Others*

MYSELF

*Doing My Own
Thing*

Self-care is never a selfish act – it
is only good stewardship of the
only gift I have, the gift I was put
on earth to offer others.

Robert J. Emmer

Author of *Self-Care*

[@robertemmer](#)

And where are you now?



**TOTALLY UP FOR
TODAY'S SESSION**

1

10

NO SHOW

2 things that have helped things to be
at 'x'

Steve Russell

info@beyondbehaviour.co.uk

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