

S.W.I.M. models for working with Youth and Teens

Permissive Model (minimum)	Communication Model (preferred)	Social Discipline (preferred)	Behavior Modification (if needed)	Assertive Discipline (emergency only)
Being Present Being an Example	Non-Directive Statements	Questions Dialogue	Directive Statement	Physical Intervention
CHILD (adult)	CHILD/adult	CHILD/ADULT	child/ADULT	ADULT (child)
Internal control	Mostly internal	Internal/external	Mostly external	External control
Actively observes, leads by doing same	Note facts, makes observations	Asks questions, shares insights	Provides incentives, right and wrong	Reacts to child, must be present to win
Natural Consequences (watches)	Natural/Social Consequences "You look like you're trying to do x."	Social/Logical Consequences "What will happen if you do x?"	Promise/Threat "If you do x, then I'll do q."	Reward/Punishment (acts to stop unwanted behavior)
(models desired behavior)	"When you do x, then y happens."	"What would happen if you did z?"	"I need you to do z."	(punishes bad, rewards good)
(models putting on sunscreen)	"It's going to be sunny at the beach."	"What do you think you'll need for the beach?"	"I need you to put on sunscreen first."	(keeps child from getting hit by bus)
(personally reacts, gets out of the sun)	"You're skin looks pink. You might get sunburned if you stay out longer."	"If you get sunburned, I'll ask you to get out of the sun, under shelter."	"If you get sunburned, you won't be allowed to be out on the beach."	(wakes or covers sleeping child who is out in the sun)

Primary Developmental Issues are additive and require balance

I can hope verses I should fear	Trust	versus / and	Mistrust	0+ years
I can decide verses I should ask	Autonomy	versus / and	Doubt	1+ years
I can imagine verses I should forget	Initiative	versus / and	Guilt	3+ years
I can function verses I shouldn't try	Industry	versus / and	Inferiority	7+ years
I can be verses I don't know what I should be	Identity	versus / and	Role Confusion	12+ years
I can care verses I shouldn't care	Intimacy	versus / and	Isolation	20+ years
I can matter verses I should give up	Generativity	versus / and	Stagnation	30+ years
I can accept verses I should regret	Integrity	versus / and	Despair	50+ years

We work toward creating positive growing experiences for our youth, teens, and adults. We encourage internal decision-making *instead of* external discipline, and problem-solving skills *in addition to* problem-coping skills.

Adapted from presentations by Pamela C. Phelps, Ph.D., The Creative Center for Childhood Research and Training, Inc. www.cccrt.org
Based on concepts from Erik H. Erikson, Alfred Adler, and other leading educators and psychologists. Dr. Phelps has served as the Director of the Youth Camp at the Mountain, as SUUSI Youth Program Director, as President of the Board of SUUSI, and as Chair of the Florida Governor's Committee on Children and the Family.

S.W.I.M. is the Southeast Unitarian Universalist Winter Institute, Inc., in Miami, a Not-for-Profit Florida Corporation www.swimuu.org